

# HARTFORD BUSINESS JOURNAL

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1997-2016  
ANNIVERSARY ISSUE

➔ Meet this year's class of  
winners **Page 5**

➔ A look back at the past  
classes **Page 34**

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# HARTFORD BUSINESS JOURNAL

# 40under forty

# 20<sup>th</sup> ANNIVERSARY

1997-2016

# Welcome!

In this special edition of the Hartford Business Journal, we honor our 20th “Forty Under 40” class. We felt it was worthy to dedicate our entire issue this week to celebrate our past and present winners. To get your fix of area business news, be sure to visit us, as always, at [HartfordBusiness.com](http://HartfordBusiness.com). Our regular edition will return next week.

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# Shaping Greater Hartford’s future

**Y**oung leaders are the future of Hartford and the state of Connecticut. Yes, it’s a cliché, but the truth behind that statement will be even more self-evident in the pages that follow, as Hartford Business Journal highlights our 40 Under Forty class of 2016.

This year’s class is particularly special not only because of what they have achieved in their careers and given back to the community, but also because we are celebrating our 20th annual 40 Under Forty awards.

The occasion is prompting us to look back at some of our past winners and, more importantly, look ahead to our current class and their perspectives on how to shape a more vibrant and prosperous region. They’ve each shared their insights on how to make the Capital City a better place to live, work and play, for all residents and visitors.

Our theme this year is “standing the test of time,” which our 40 Under Forty awards have done over the last two decades. Our annual awards issue and event have evolved and grown into a popular celebration drawing young leaders and entrepreneurs from across the region.

This year may be one of our most diverse classes ever, both in terms of our winners’ backgrounds and their careers and journeys

to early success.

We’ve got several entrepreneurs who didn’t graduate or attend college, but run successful, growing small businesses. We’ve got lawyers, city officials, media and nonprofit executives and even a military war hero. They work in diverse industries ranging from education, automotive, steel and health care to financial and food services and renewable energy. The nonprofit sector is also well represented.

Their stories and talents are inspiring, offering the city and state hope that better days lie ahead.

Our winners were chosen by an independent panel of judges, who also happen to be past 40 Under Forty winners. They were asked to identify outstanding young professionals in the Greater Hartford area who are excelling in their industries through leadership roles. We thank our judges for their help and you can learn more about them on page 31.

Finally, we ask that you join us in congratulating this exceptional group of young professionals and help us celebrate their accomplishments. We’ll be holding our annual 40 Under Forty bash Sept. 14, 2016, at the Connecticut Convention Center. It’s going to be a black tie and blue jeans affair and we’re inviting all past winners to attend. We hope to see you there.

– Greg Bordonaro  
Editor  
Hartford Business Journal



## Meet The Winners:

<b>Elizabeth F. Ahlstrand .....6</b>	<b>Rebecca Kennedy</b>	<b>Matthew Hoffman .....20</b>	<b>Matthew Necci .....26</b>
<b>Dave Ambrose .....6</b>	<b>Corbin Loree .....12</b>	<b>Aaron Isaacs.....20</b>	<b>Ryan O’Halloran .....26</b>
<b>Brian American .....7</b>	<b>Keith Corneau .....12</b>	<b>Mitch Jackson.....21</b>	<b>Manny Rivera III .....27</b>
<b>Mehmet Bakaloglu .....7</b>	<b>David S. Daye .....14</b>	<b>David J. Jorgensen .....22</b>	<b>Andre Santiago .....27</b>
<b>Charles Kenneth Botts, III ...8</b>	<b>Laura Dinan Haber .....14</b>	<b>Joel Kalinowski .....22</b>	<b>Liz Schmitt .....28</b>
<b>Justin Carbonella .....8</b>	<b>Michael Fitzpatrick .....16</b>	<b>Scott Kluger.....23</b>	<b>Ashley Stone .....28</b>
<b>Isabel Cristina Ceballos .....10</b>	<b>Derrick Gibbs, Jr.....16</b>	<b>Karrie Kratz .....24</b>	<b>Adam von Gootkin .....29</b>
<b>Kimberly Chamberlain .....10</b>	<b>Jonathan Gineo .....18</b>	<b>Trudi Lebron .....24</b>	<b>DeVaughn Ward .....29</b>
<b>Thomas J. “TJ” Clarke II.....11</b>	<b>Kathryn Gonnerman .....18</b>	<b>Art Linares .....25</b>	<b>Liz White Notarangelo .....30</b>
<b>Matt Conway.....11</b>	<b>Tyron V. Harris.....19</b>	<b>Ryan Matthews .....25</b>	<b>Amanda Kathleen Young...30</b>
	<b>Kate Hayden .....19</b>		

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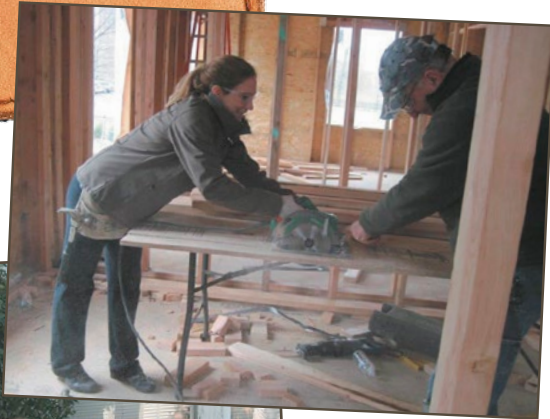


# Elizabeth F. Ahlstrand



**Age:** 37  
**Company:** Seiger Gfeller Laurie LLP  
**Title:** Equity Partner  
**Town where I live:** West Hartford  
**Town where I work:** West Hartford  
**College:** Colby College, UConn School of Law

Ahlstrand at her firm's first volunteer outing, Habitat for Humanity, Hartford, 2012



Ahlstrand with her two daughters.

## Q&A:

**What do you do and what are your goals in your current job?** I'm an equity partner of Seiger Gfeller Laurie LLP (SGL), with a primary focus on insurance coverage and bad-faith litigation. My goals are to continue to expand SGL's client base and increase the depth of our of attorney base, all while maintaining a healthy work-life balance.

**What are your goals for your community involvement?** Personally, I strive to contribute at least 10 hours per month, through hands-on volunteering, board participation and/or attendance at community events/fundraisers.

**What's your biggest passion?** Planning Pinterest-worthy birthday parties for my daughters. In our house, weekdays are often hectic and meals are ad hoc, but when it comes to birthday parties I love to slow down, get creative and break out the craft supplies.

**What are your future aspirations?** Big picture, to be a good role model for my daughters. In terms of more tangible aspirations, to run a half-marathon. It's an unmet goal that I want to meet before turning 40.

**If you had one wish to brighten Hartford's economic future what would it be?** Address food insecurity faced by so many Hartford residents, in particular children. The statistics regarding hunger and food insecurity are staggering and heartbreaking. Without this most basic need being met, it is impossible to expect adults to be productive members of society or for children to learn. There are many complicated factors impacting Hartford's economics, but consistent and reliable access to nourishing food is a fundamental building block to a bright future.

I learned how to ski at age three, attended an elite sports academy for two years of high school (graduating with three future Olympians), and competitively downhill ski raced through college.

## List four reasons why you deserve to be a

**40 Under Forty:** 1) First female partner and equity partner in my firm. 2) Established SGL's mentoring and community impact programs. 3) A longtime and varied commitment to volunteerism in Hartford. 4) My younger female clients repeatedly tell me that as they are considering having children they are encouraged by my ability to work full time, raise two daughters, and entertain clients (mostly in New York City), without giving-up my own interests (book club, volunteering, girls nights out, vacations with just my husband).

## Time Tested:

**What personal possession in your life has withstood the test of time?** High school English class copy of "Pride and Prejudice"

**What hobby did you develop at a young age that you still enjoy today?** Skiing

**20 years ago, what did you envision as your future profession?** Lawyer

**Who do you consider your mentor?** Lucille Festa, my own working mom and business owner extraordinaire, American Country Rugs LLC

# Dave Ambrose



**Age:** 35  
**Company:** Hartford City Mission  
**Title:** Development Director  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** Gordon College



Ambrose at Hartford City Mission's winter retreat earlier this year.



Ambrose in front of his church, Glory Chapel International Cathedral. He grew up in the church as a son of a pastor. He later worked for a church before joining Hartford City Mission.

## Q&A:

**What do you do and what are your goals in your current job?** I'm the development director at Hartford City Mission, a faith-based nonprofit serving north Hartford. I help connect volunteers and funders who support our programs, which seek to empower children and young people to become strong transformational leaders.

**What are your goals for your community involvement?** As someone who is relatively new to my community I seek to listen and learn first. I desire to actively join the great leaders already present in our community serving where they best think my gifts fit. I do aspire to be elected to the board of education.

**What's your biggest passion?** I seek to serve my God and his city. In Jeremiah 29 the Lord says, 'Also, seek the peace and prosperity of the city to which I have carried you into. ... Pray to the Lord for it, because if it prospers, you too will prosper.'

**What are your future aspirations?** Years of building new magnet schools and bussing our children to the suburbs have severely broken down one of the traditional institutions that builds community, neighborhood schools. I aspire to work with local churches and Hartford Public Schools to support north Hartford's neighborhood schools creating a stronger more tightly knit community.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** More of our best and brightest emerging leaders need to see success from the community perspective instead of an individual perspective. As long as success in our under-resourced neighborhoods is defined by getting out of the city we will continue to have a leadership drain. More emerging leaders

My wife and I will celebrate our 14<sup>th</sup> wedding anniversary this summer. We were married in-between our junior and senior year of college.

must stop leaving our communities behind and instead choose to return to the community after college to be part of the solution not perpetuate the problem.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Served as the volunteer director of The Hartford Project (THP) for four summers overseeing its move from one to three weeks each summer and the hiring of THP's first organizational development assistant. 2) Was hired as Hartford City Mission's first implementation director overseeing the opening of HCM's third after-school site and the move of the original site into a neighborhood church. 3) Serves as vice chair of the Asylum Hill Neighborhood Revitalization Zone. 4) Served as a parent member of R.J. Kinsella Magnet School of the Performing Arts' School Governance Council (SGC) and now as a community member of Simpson-Waverly's SGC.

## Time Tested:

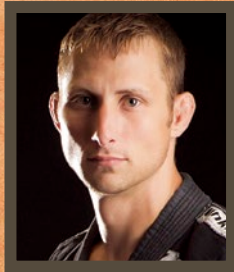
**What personal possession in your life has withstood the test of time?** My Bible

**20 years ago, what did you envision as your future profession?** A teacher

**Who do you consider your mentor?** Andre Rien-deau, Lead Pastor, Wintonbury Church



# Brian American



**Age:** 36  
**Company:** Team Link BJJ  
**Title:** Owner/Head Coach  
**Town where I live:** East Windsor  
**Town where I work:** Enfield  
**College:** Roger Williams



American with student Connor Belanger, an expert champion and straight-A student, at his National Honor Society induction ceremony.



American participating in a Brazilian Jiu-Jitsu competition.

## Q&A:

**What do you do?** I own and operate Team Link Brazilian Jiu-Jitsu in Enfield and I just retired from active duty last month.

**What are your goals for your community involvement?** I conduct free sexual assault seminars and I'd like to do the same for bullying. Bullies who have the misfortune to target one of my kids will get a very painful lesson in BJJ.

**What's your biggest passion?** Teaching children. The pressure from parents is no match from that of peers. It's not cool to be a good student and 'Just Say No' was a slogan by someone who went to a private all-girls school in the 1930s. When a child has a mentor, pressure from others is replaced with motivation from within.

**What are your future goals?** I just want to enjoy life and experience this freedom concept I was defending for 20 years. I want to see the world, have fun and spend time with my students, family and friends. I'm going to train like I've always wanted to and win the 2017 World Championships.

**What role can young leaders play in shaping Hartford's future?** By understanding that the role 'leader' is self-imposed and nobody wants to be thought of as followers. Leaders assume their followers are looking to them for a solution. In corporations, a surefire way to increase productivity and efficiency is to ask the person that actually does the task everyday what would make their job easier. If you want a safer city, ask a gang member, or drug addict where they went wrong and why there wasn't a greater incentive to choose another path. How often are soldiers/cops who are on the ground asked about strategy/policy change? To shape the future, start by asking the future how they

The best leaders empower those they lead by appreciating their expertise and giving them responsibility...

can best be shaped. The best leaders empower those they lead by appreciating their expertise and giving them responsibility to implement change and shape themselves. Personally, I will shape the future by continuing to give my kids the tools they need to be themselves and make the right decisions.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Built the most successful Brazilian Jiu-Jitsu team in Connecticut (six-time NAGA Connecticut Champions) while also serving active duty in the military. 2) Martial Arts Hall of Fame; 2014 Martial Arts Instructor of the Year. 3) Awarded the Bronze Star for leading a platoon of Infantry soldiers at a remote combat outpost in Afghanistan. Successfully brought all soldiers home alive despite constant close-range firefights, near ambushes, large-scale attacks on the outpost, suicide bombings, IED's and frequent mortar fire. 4) Student retention and loyalty is unrivaled as the first seven students to join are still training after 10 years.

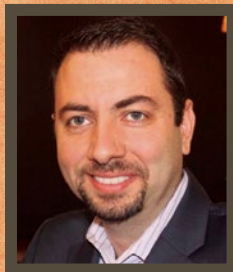
## Time Tested:

**What hobby did you develop at a young age that you still enjoy today?** Martial arts

**20 years ago, what did you envision as your future profession?** Soldier/martial arts instructor

**Who do you consider your mentor?** Marco Alvan, Team Link Founder and previous 40 Under Forty winner

# Mehmet Bakkaloglu



**Age:** 37  
**Company:** OFI  
**Title:** Chief Financial Officer  
**Town where I live:** West Hartford  
**Town where I work:** Newington  
**College:** University of Hartford



Bakkaloglu with a volleyball trophy given to him by his employer to acknowledge his team spirit and motivation.



Bakkaloglu accepts a certificate from the Governor's Prevention Partnership, which offers youth mentoring programs.

## Q&A:

**What do you do and what are your goals in your current job?** I direct all financial aspects of the business, and I am directly involved with the company's human resources and information technologies. As part of the OFI management team and holding an officer position as treasurer, my goal will always be to maintain a solid financial structure and maximize operational efficiency through effective IT infrastructure and team collaboration.

**What are your goals for your community involvement?** My goals are simple, to always be involved in my community and to foster positive change wherever I go. I do this by using my financial background to help organizations raise funds and sharing my knowledge to help shape the lives of young leaders.

**What's your biggest passion?** My passions are professional and civic work, spending time with people I care about, and Game of Thrones.

**What are your future aspirations?** Along with living in a beach house, I envision myself being a successful business owner of a company that makes a positive difference for its customers and the community it serves.

**If you had one wish to brighten Hartford's economic future what would it be?** I believe that bringing a national professional sports team to the region would help tremendously. It would unite the community, increase job opportunities and bring additional tourism to the area. I would love to see the revenue it would generate fund continuous development of the downtown area. It could be a catalyst to bringing in additional retail and dining options to the area.

**List four reasons why you deserve to be a 40 Under Forty:** 1) A self-starter who was

I hold a CT S.M.A.R.T Professional Bartending Certificate and act as OFI's resident bartender for after-hour team-building events.

promoted from senior accountant at OFI to controller in less than two years and then to chief financial officer two years later. 2) An active member of Young Professionals Council at the University of Hartford since 2004 and a mentor to finance students. 3) A proactive member of the Construction Institute, supporting events and assisting in fundraising planning to ensure major events are profitable. 4) Committed to continuous improvement within OFI, including morale and team-building.

## Time Tested:

**What personal possession in your life has withstood the test of time?** A personal possession that means much to me is a volleyball trophy given to me by my OFI family in appreciation of my team spirit and motivation.

**What hobby did you develop at a young age that you still enjoy today?** I began playing basketball at age 11 and continued to play through college. Today, I love to play any team sport.

**20 years ago, what did you envision as your future profession?** I always envisioned a future in financial management.

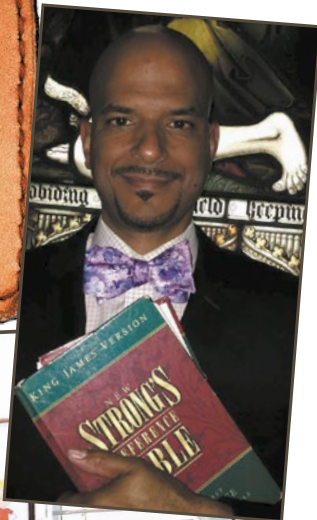
**Who do you consider your mentor?** Matt Danyliw, COO of Workscapes, for seeing my full potential and taking me under his wing at OFI.



## Charles Kenneth Botts, III



**Age:** 38  
**Company:** Career Team LLC  
**Title:** Subject Matter Expert  
**Town where I live:** East Hartford  
**Town where I work:** Hartford  
**College:** Trinity College



Botts speaking at a career-readiness seminar for Hartford youth; (Top right): Botts with a King James reference Bible.

## Q&amp;A:

**What do you do and what are your goals in your current job?** I improve the career development resources offered to customers of our region's American Job Centers through training and program development. I hope to increase the reach and impact of my work for people in career transitions by creating new and innovative career-development resources.

**What are your goals for your community involvement?** To serve God's people as I am best able. I make an impact through large-group motivation and behavior change. I hope to use this skillset to make a local, national and global impact in empowering father's engagement, encouraging young people to develop entrepreneurial thinking and working to end human trafficking.

**What's your biggest passion?** Inspirational public speaking has been a passion of mine since the first time I was given the opportunity in church.

**What are your future aspirations?** To serve God's people locally as a pastor and regionally as an elected official bringing civility and moderation to public office. I will also serve God's people nationally and internationally as a motivational speaker and senior associate with our firm.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Those who commit themselves to serving Hartford must live the ideal of 'What can I do for Hartford?' not 'What can I get from Hartford?' True servant leadership will both engage the masses and demonstrate true commitment and understanding of the issues. As a whole, we need to discover our voice and define our city as opposed to looking for outsiders for answers. The moment

I'm a black belt in Sho Biyn Jiu (a blended martial art) and a brown belt in Aikido Jujutsu.

residents, supporters and investors of Hartford come together and embrace our identity is the moment Hartford stops being a cause that needs to be championed and becomes the solution to our region's challenges.

**List four reasons why you deserve to be a 40 Under Forty.** 1) Starting my own social media and brand-development company that has allowed me to influence the experiences of young people in the metro Hartford area. 2) Rewrote and reworked the job seeker training program "EAGER" for Jobs First Employment Services customers, providing improved assistance with career readiness and employability. 3) In conjunction with Faith Tabernacle of Manchester, traveled to Guatemala building homes and schools for an orphanage. 4) Four consecutive years appeared on "Good Morning CT," the FOX 61 TV show, to assist job seekers by providing expertise on 21st-century, career-success strategies.

## Time Tested:

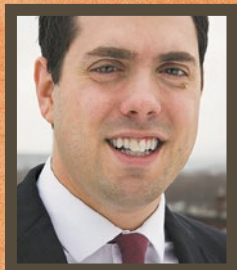
**What personal possession in your life has withstood the test of time?** Student Bible

**What hobby did you develop at a young age that you still enjoy today?** Playing video games

**20 years ago, what did you envision as your future profession?** Physical therapist for an NFL franchise

**Who do you consider your mentor?** Christopher Kuselias, CEO of Career Team LLC

## Justin Carbonella



**Age:** 37  
**Company:** City of Middletown  
**Title:** Youth Services Director  
**Town where I live:** Middletown  
**Town where I work:** Middletown  
**College:** UConn (Bachelor's and Master's)



(Left) Carbonella with the flag from his grandfather Paul Blancato's funeral service, which his mother gave to him. Blancato was a marine stationed in Pearl Harbor in 1941 and served as the family patriarch. Carbonella proudly displays the flag in his office in Middletown. (Above) Carbonella wearing jeans with Middletown High student Steven Benavides.



## Q&amp;A:

**What do you do and what are your goals in your current job?** I lead the city of Middletown's Youth Services Bureau, which serves as a central coordinating hub for youth and family work, specifically around juvenile justice, behavioral health and youth development. My goal is to maximize collective impact to help all our young people thrive.

**What are your goals for your community involvement?** As we encourage people in our community, adults and youth alike, to become more engaged in Middletown, it's important that I always practice what I preach and that my involvement always looks to bring the voice of our youth to the table.

**What's your biggest passion?** My biggest passion is problem solving. I love the challenge of taking apart large system complexities or the logistics of day-to-day issues and finding creative solutions that move people and communities forward.

**What are your future aspirations?** To continue to push this department to be one of the most progressive in the state for as long as my passion and energy will allow. My hope is that my post-youth services career can focus on public speaking and consultation as I enjoy motivating and building the capacities of others.

**If you had one wish to brighten Hartford's economic future what would it be?** That the pathway to building a brighter future in Hartford is done through investing in its youngest citizens and that the return creates strong, healthy leaders who stay in the community and are integral components in sustaining a thriving economic and social culture.

**List four reasons why you deserve to be a 40**

I just became a father. My wife and I were joined by our first child Rocco Paul Carbonella in late April.

**Under Forty:** 1) Leader in juvenile-justice reform. Developed one of the most progressive diversion systems in the state of Connecticut centered around reimagining the Middletown Juvenile Review Board process as a restorative one that promotes victim voice and empowers young people to repair relationships after harm is caused. 2) Named the director of Youth Services at age 26 and built the department. 3) Work combatting online bullying was featured in Emily Bazelon's book "Sticks and Stones: Defeating the Culture of Bullying" and the The Atlantic, helping eliminate a ring of bullying pages from Facebook and major changes in the way the site reviewed harassment/bullying claims. 4) Developed programs in Middletown to give teenagers unique access to city decision makers.

## Time Tested:

**What personal possession in your life has withstood the test of time?** A photo of me on my second day of life, which my mother brought to the hospital the day after my son was born this past April.

**What hobby did you develop at a young age that you still enjoy today?** A love of baseball

**20 years ago, what did you envision as your future profession?** Working in politics

**Who do you consider your mentor?** Willard McRae, an iconic community leader who passed away this winter





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## Isabel Cristina Ceballos

**Age:** 27**Company:** Horizons at The Ethel Walker School**Title:** Executive Director**Town where I live:** Simsbury**Town where I work:** Simsbury, Hartford**College:** Central Connecticut State University

Ceballos has taken numerous trips to Colombia since she was 15, including with her daughter, Mia Bella.



Ceballos visits students at Martin Luther King Jr. Elementary School in Hartford to let them know they had been accepted into the Horizons at The Ethel Walker School enrichment program.



## Q&amp;A:

**What do you do and what are your goals in your current job?** I am the director of a nonprofit that empowers underserved students who attend Hartford Public Schools. Our goal is to create the conditions, connections and community that enable every girl to gain the skills, confidence and motivation to overcome the opportunity gap and realize her potential.

**What are your goals for your community involvement?** Our students' long-term success depends on community engagement. Our Horizons community primarily refers to Simsbury, where our program is based, and Hartford, which is home to our students. Our goal is to deepen relationships between and within Simsbury and Hartford, providing students with resources and opportunities that may already exist within their community.

**What's your biggest passion?** Education. There is no greater feeling than to empower and guide a student on their journey to discovery, whether it's in the classroom, on the court or in life.

**What are your future aspirations?** I aspire to one day lead an educational institution that will stand on the values of integrity, intellectual curiosity, academic freedom and civic engagement, and allow all students to reach their potential.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** There needs to be significant investment in Hartford's education system. Effective use of resources would involve a more deliberate intervention strategy in early childhood education and stronger support to lower-performing and disadvantaged schools. By providing equitable education

I grew up as an undocumented resident until I was 15 years old.

in every school, Hartford will attract and retain strong school leaders and high-quality teachers. An improved education system will help to drive the city's economy.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I am the founding executive director of Horizons at The Ethel Walker School, the first Horizons program in the Greater Hartford area and first all-girls Horizons program in the country. 2) I was the recipient of the 2016 Thelma Ellis Dickerson Jumoake Academy Bridge Builder Award, for my leadership and collaborative contributions in preparing students to succeed in the global marketplace. 3) I helped Latina students at The Ethel Walker School found the Latin American Student Organization on campus. 4) I co-founded a winter-term course that allows Walker students to be a teacher's aide in a Hartford Public School.

## Time Tested:

**What personal possession in your life has withstood the test of time?** I have a necklace with a Smurf pendant that was given to me by my uncle when I was born, and I still wear it.

**What hobby did you develop at a young age that you still enjoy today?** Volleyball

**20 years ago, what did you envision as your future profession?** At the age of 7, I envisioned myself being a rock star, specifically a member of the Spice Girls.

**Who do you consider your mentor?** Renee Alexander, judicial assistant/courtroom deputy, U.S. District Court

## Kimberly Chamberlain

**Age:** 34**Company:** Wells Fargo & Co.**Title:** Vice-President, District Manager**Town where I live:** Trumbull**Town where I work:** Meriden, Cheshire**College:** Hofstra University

Chamberlain scales down the State House Square office tower in Hartford to raise money for Special Olympics.



Chamberlain with her husband John in the middle of a 13-mile bike ride on Martha's Vineyard.

## Q&amp;A:

**What do you do and what are your goals in your current job?** I oversee 10 retail banking centers and am responsible for the growth, customer experience and revenue of each location. My goal is to develop and retain engaged and motivated teams, and through coaching and mentorship I help team members connect with customers to help them to achieve their financial goals.

**What are your goals for your community involvement?** I enjoy working with nonprofits whose missions focus on building stronger, more resilient communities. I am passionate about financial literacy, knowing education lays the foundation for financial success.

**What's your biggest passion?** I grew up in a large, loving family, and as a mom, I am passionate about both enjoying and investing time and love in my family and my son. I am also passionate about positively impacting my customers, partners and team members.

**What are your future aspirations?** My biggest professional aspiration is to achieve a senior leadership role at my company, where I can impact as many customers and mentor as many team members as possible.

**What role can young leaders play in shaping Hartford's future?** I've always believed that the key to shaping any community's future lies with empowering our youth. Over the last few years I've had the pleasure to teach so many children in the Hartford area and beyond about how to plan for the future they want. The sooner kids talk about identifying needs versus wants, budgeting and saving, the better prepared they will be as adults to achieve financial success.

**List four reasons why you deserve to be a 40**

My great grandfather was the chief carver of Mount Rushmore, and this year, the national parks are recognizing his key role in this monument through a ceremony and some other events.

**Under Forty:** 1) During the Wachovia-Wells Fargo merger, I emerged as a leader — I used my strategic thinking skills to build morale and incite passion in others. I manage a team of 95 team members and actively mentor several as they prepare for leadership roles. 2) I teach financial education lessons to children of all ages through the company's Hands on Banking program. 3) I volunteer with the nonprofits Habitat for Humanity and Neighborhood Housing Services. 4) I am the co-chair of Wells Fargo's PRIDE Team Member Network Connecticut chapter, which fosters inclusion and acceptance for Lesbian, Gay, Bisexual and Transgender (LGBT) team members, customers and allies.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My softball glove has been with me since high school.

**What hobby did you develop at a young age that you still enjoy today?** Softball

**20 years ago, what did you envision as your future profession?** I wanted to do something in business and travel the world, learn different languages and help people.

**Who do you consider your mentor?** My manager, Area President Kent McClun, and longtime colleague, District Manager Lucy Harriman



# Thomas J. "TJ" Clarke II

**Age:** 35**Company:** City of Hartford; Office of U.S. Sen. Chris Murphy**Title:** Council President; Special Initiatives Coordinator**Town where I live:** Hartford**Town where I work:** Hartford**College:** DeVry University (Bachelor's), Salem University (MBA)

Clarke has studied music since age 7, and has played in many churches since. He's shown (above) at First Cathedral. (Right) Clarke at the 2015 Man Up conference, which promotes men's health.



## Q&A:

**What do you do and what are your goals in your current job?** In my current job as a council president I work with the mayor and the entire council to create sound policy and be the voice of the residents and taxpayers of Hartford. In my role in the U.S. Senate, I coordinate outreach activities in the urban centers of the state.

**What are your goals for your community involvement?** Goals for my community are to experience an urban renaissance, which involves the alliance of businesses and communities working together. Neighborhood revitalization is another goal, which includes quality of life for all residents and equitable education. I would like to see small business and economic development flourish.

**What's your biggest passion?** My biggest passion is to continue to strive for achievement. This is important to me because there are many goals and dreams that I have yet to accomplish. What I have achieved is just the tip of the iceberg. The best is yet to come!

**What are your future aspirations?** My future aspiration is to one day be the president/CEO of my own political and community development consulting firm, providing quality services to political candidates and also providing technical assistance to organizations that seek to redevelop their communities. I would also like to serve in the U.S. Congress.

**What role can young leaders play in shaping Hartford's future?** Young leaders can play a very vital role in shaping Hartford's future by becoming volunteers to various community organizations and being involved in boards and commissions. Starting out early can prove to be beneficial later on in a young leaders' career. Their experience will be

What I have achieved is just the tip of the iceberg. The best is yet to come!

invaluable. The role I can play is becoming a mentor to a young leader and providing them with guidance on how to navigate through difficult circumstances and balance their personal life while doing things for their community.

**List four reasons why you deserve to be a 40 Under Forty:**

1) Was named the youngest councilman elected as president for the court of common council. 2) Co-founded an organization that helped resurrect the African American Day Parade in 2015. 3) Is a board member of Blue Hills Civic Association and Upper Albany Main Street. 4) Devotes time volunteering with Kappa Alpha Psi Fraternity Incorporated for various community initiatives and projects.

## Time Tested:

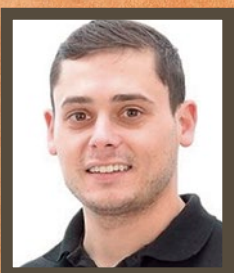
**What personal possession in your life has withstood the test of time?** My father's gold chain has been in my possession since his death and it has brought about the sense of connection and strength to strive hard, be persistent and to be an overcomer.

**What hobby did you develop at a young age that you still enjoy today?** Playing the organ and keyboard/piano

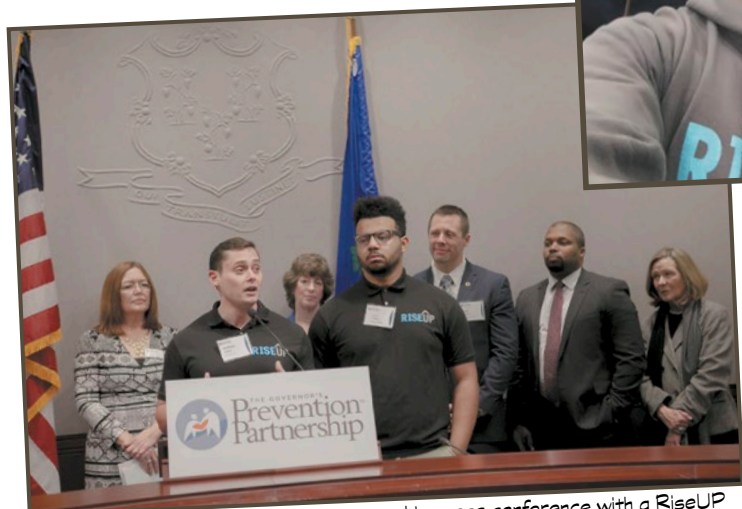
**20 years ago, what did you envision as your future profession?** A judge

**Who do you consider your mentor?** My mentor was my deceased father, Thomas J. Clarke I. Since my father's passing, Dr. Marichal B. Monts, pastor of The Citadel of Love, has served as my mentor.

# Matt Conway

**Age:** 27**Company:** CareCentrix**Title:** Senior Manager, Provider Strategic Initiatives**Town where I live:** East Hartford**Town where I work:** Hartford**College:** UConn

Conway hanging out with RiseUP Scholars during a trip to UConn's annual HuskyTHON fundraiser, an 18-hour dance marathon to raise money for the Connecticut Children's Medical Center.



Conway speaks at a Prevention Partnership press conference with a RiseUP Scholar, Ronnie, about the positive impact mentoring can have on youth.

## Q&A:

**What do you do and what are your goals in your current job?** I lead and execute strategic projects that help to drive efficiency, improve gross margin, improve patient care, and improve relationships with our network of healthcare providers through data analytics and market knowledge.

**What are your goals for your community involvement?** I want to improve education and access to opportunities for youth in Hartford by providing direct service and mentoring to youth and families. My goal is also to bring visibility to systematic and institutional challenges facing our urban communities to bring sustainable change.

**What's your biggest passion?** Education and health care have a direct correlation to quality of life and life expectancy. There shouldn't be disparities in the quality of education and health care someone receives based on income. I'm passionate about improving both of these to help eliminate the inequalities our society (and city) faces.

**What are your future aspirations?** Leaving an impact by building a healthier and more equal society.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Regionalization between Hartford and the surrounding towns will help create a fiscally stronger government that can provide more services to people by sharing resources more freely. One example could be a partnership between East Hartford and Hartford for parking when UConn comes to downtown Hartford. There are several parking lots, garages and street parking on the East Hartford side of the Founders Bridge that UConn could utilize for student parking that

This isn't very original, but I love to travel both in the USA and internationally. My favorite part about traveling is the different people you meet along the way, many becoming life-long friends.

would instantly create a connection between the two cities while lowering the parking gridlock more transient traffic will create.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I founded the nonprofit, The RiseUP Group, which has worked since 2012 to empower Hartford youth. 2) Youngest member of network management's senior leadership team at CareCentrix. 3) Founding partner and member of the board/design team for Community First School, a youth development model school working with the Hartford community. 4) I quit my job at GE Capital in Dallas and moved back to Hartford specifically to continue building RiseUP and mentoring my scholars.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Community service

**What hobby did you develop at a young age that you still enjoy today?** Exercising

**20 years ago, what did you envision as your future profession?** I was 7, so professional athlete of course!

**Who do you consider your mentor?** Phil Barr, Vice President, Clover Healthcare



# Rebecca Kennedy Corbin Loree



**Age:** 38  
**Company:** Corbin Perception Group LLC  
**Title:** Founder and Managing Partner  
**Town where I live:** Farmington  
**Town where I work:** Farmington  
**College:** Washington College



Corbin Loree mentoring young girls at Grace Academy's Circle of Peace and Respect.

## Q&A:

**What do you do and what are your goals in your current job?** I run all aspects of Corbin, a catalyst in helping public companies unlock/create value. I manage a 12-person team, consult clients and serve as an external guest speaker. High-level goals: Continue to grow top-line, increase brand awareness, and foster an innovative workplace.

**What are your goals for your community involvement?** From sitting on boards of nonprofits to hosting events at our home to engender community and increase awareness to mentoring individuals, I use everything with which I have been blessed to give back.

**What's your biggest passion?** I am passionate about being a source of positive energy creation every day. This manifests itself in everything I do but probably none as apparent as the zeal I have as wife to my amazing husband and mother to our three wonderful daughters.

**What are your future aspirations?** From a business perspective, I would like to author a book by leveraging our firm's novel research and my subject matter expertise: value creation through best-in-class investor relations. Personally, I would like to engender a movement that encourages people to be nicer and kinder to each other.

**What role can young leaders play in shaping Hartford's future?** Young leaders are the future of Hartford. I believe young leaders play a critical role in helping evolve the perception of and creating more positive buzz around Hartford. As a trustee of two of Hartford's notable cultural assets — the Bushnell and Hartford Symphony — I am actively involved in building awareness and

I've been known to have quirks, one of which has to do with parking a car; whether I, or someone else, is in the driver's seat, the vehicle must be parallel inside the parking lines.

community engagement. #HartfordPride  
**List four reasons why you deserve to be a 40 Under Forty:** 1) Founded a Wall Street-facing firm in 2007 that withstood the Great Recession and has been profitable every year with a compound annual growth rate of 33 percent. 2) Directly contributed to the Hartford economy by creating jobs and employing 12 people. 3) Created a research publication in 2008, Inside the Buy-side, which is covered by news affiliates worldwide. 4) Over many years of persistence, developed a meaningful relationship and special bond with my 19-year-old stepdaughter.

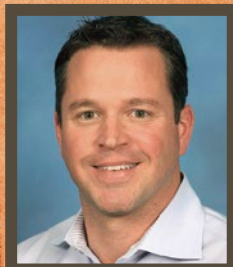
## Time Tested:

**What personal possession in your life has withstood the test of time?** My collection of mementos, milestones and letters from beloved family members and friends, which I read from time to time

**What hobby did you develop at a young age that you still enjoy today?** Gardening

**Who do you consider your mentor?** Jim Loree, President and COO at Stanley Black & Decker (my husband), and Connie Weaver, EVP and Chief Marketing/Communications Officer at TIAA

# Keith Corneau



**Age:** 38  
**Company:** United Steel Inc.  
**Title:** Executive Vice President  
**Town where I live:** Glastonbury  
**Town where I work:** East Hartford  
**College:** University of South Carolina



Corneau coaching his son's hockey team, the New England Jr. Falcons.



Corneau with his father, Ken, on the steps of their East Hartford facility.

## Q&A:

**What do you do and what are your goals in your current job?** My main role at United Steel is to oversee our sales efforts and focus on business development. I work hard to execute our corporate vision while finding new opportunities. I also focus on bringing the right people on board and making sure they have 'the right seat on the bus.'

**What are your goals for your community involvement?** I want to affect change and improve our community in a positive manner. My family has been personally impacted by traumatic brain injuries — and the steel industry as a profession has a history of catastrophic accidents — so our company and my family supports the Brain Injury Alliance of Connecticut.

**What's your biggest passion?** I love my children. They are honest and endearing, and my time spent with them is rewarding on many levels. I am also passionate about safety — for my immediate family and my family at work. There is nothing that I take more seriously than keeping everyone healthy and safe.  
**What are your future aspirations?** I've been in my current position for three years and we have increased our workforce by 25 percent. I am very proud that in a tremendously competitive environment we have been able to grow. I plan to continue creating opportunities so that our growth continues.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Hartford needs to support the business community. We need to retain the companies that are here, and we need to add more businesses. Hartford needs to create a climate that adds jobs and rewards its workforce. The ripple effect of employment

When I was in high school I worked as an usher at the Meadows Music Theater, which fueled my love of country music and turned me into a Parrothead.

can't be underestimated. Our success as a whole community requires opportunity at the individual level.

**List four reasons why you deserve to be a 40 Under Forty:** 1) In three years in my current role we have grown and have added 45 full-time staff members at United Steel. 2) We've succeeded in expanding into the Boston market and impacting the skyline of one of America's greatest cities. 3) My ongoing community involvement with the Brain Injury Alliance of CT. 4) My ongoing support of the construction industry in Connecticut; I am a member of the board of directors for the Associated Builders and Contractors of CT and the Association of General Contractors in CT.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My Hartford Whalers gear; Bring back the Whale!

**What hobby did you develop at a young age that you still enjoy today?** Golf and hockey

**20 years ago, what did you envision as your future profession?** Working at United Steel

**Who do you consider your mentor?** My dad: Ken Corneau, President, United Steel.



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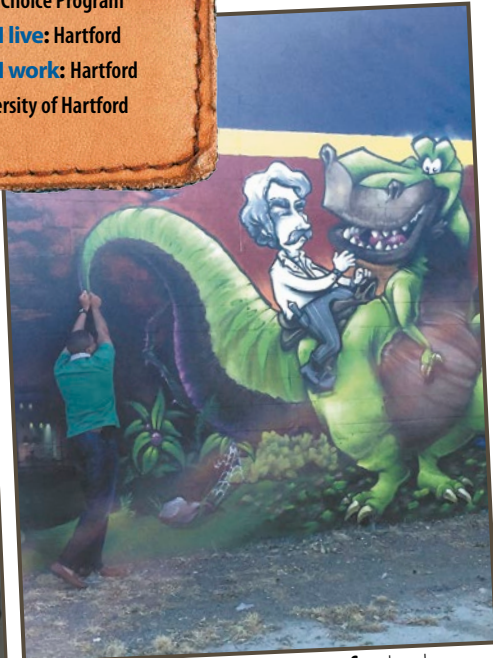




# David S. Daye



**Age:** 36  
**Company:** Capitol Region Education Council (CREC)  
**Title:** Managing Director of Hartford Region Open Choice Program  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** University of Hartford



From banging on walls, to playing professional instruments, including the drums, music is important in Daye's life. (Above) Daye points out a mural in Hartford featuring Mark Twain.

## Q&A:

**What do you do and what are your goals in your current job?** I oversee the daily operations for the Hartford Region Open Choice program, which includes maintaining strategic partnerships with 28 school districts, increasing community and corporate partnerships, designing and enhancing program offerings to address opportunities within the pre-K-12 arena, and leading a team of professionals.

**What are your goals for your community involvement?** My goals for community involvement include diversifying the leadership of local organizations by providing a voice of the global majority and connecting education to community, while supporting populations to celebrate their culture, experiences, similarities and differences.

**What's your biggest passion?** My biggest passion is education. Education goes beyond the walls of academic institutions, as life's experiences are a form of education, which make us stronger individuals. In the traditional sense, my family moved to the United States from Jamaica for a brighter future, but we understood the importance of education.

**What are your future aspirations?** My future aspirations include being a key decision maker and leader who serves with conviction, perseverance, courage, passion, humility and accountability. While these characteristics may lead to a C-suite in an organization, the ultimate aspiration is to be CEO, Chosen to Elevate Others.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** There needs to be a clear and sustainable vision that includes accountability and connecting the local neighborhoods and surrounding towns. Hartford will need to be viewed as

While in Las Vegas, I did indoor skydiving, jumped out of a plane at 15,000 feet and then jumped off the tallest building in Vegas within six hours.

the epicenter of the state, filled with opportunities and unique experiences. To accomplish the desired outcome, it will require strategic planning, cost-sharing practices, collaboration, community dialogues and frequent activities that expose and encourage private- and public-sector employees to explore the city.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I was named to Capitol Region Education Council's senior-management team within 18 months. 2) I am the youngest member of the board of directors for the CT Forum. 3) I was one of the original architects of Travelers EDGE (Empowering Dreams for Graduation and Employment), now the Travelers Insurance Cos. Inc.'s signature education program. 4) I was the first recipient of the Travelers Breaking Down Barriers award.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My father's Bible

**What hobby did you develop at a young age that you still enjoy today?** Listening to music

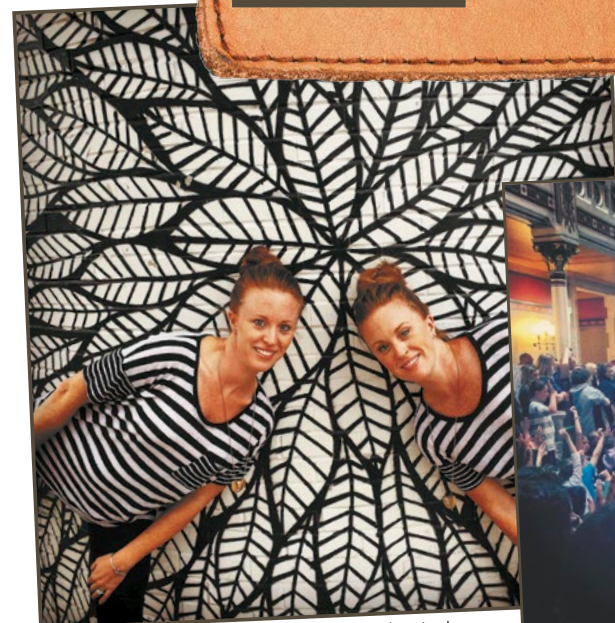
**20 years ago, what did you envision as your future profession?** Businessman

**Who do you consider your mentor?** Joelle Murchison, Associate Vice President and Chief Diversity Officer, UConn

# Laura Dinan Haber



**Age:** 31  
**Company:** MetroHartford Alliance  
**Title:** Director of Investor Events  
**Town where I live:** New Britain  
**Town where I work:** Hartford  
**College:** University of Hartford



Laura Dinan Haber is shown with her identical twin, Cat Dinan (right).



Young inventors engage with speakers at Connecticut Invention Convention Day at the State Capitol, which Haber helped produce.

## Q&A:

**What do you do and what are your goals in your current job?** I produce opportunities for community and business leaders to convene over progressive programming and networking opportunities. As director of investor events it is my goal to create the environment for MetroHartford Alliance investors to establish partnerships that strengthen the economic vitality of the region as a whole.

**What are your goals for your community involvement?** I believe it is important for everyone to learn about the connection between environmental resources and the impact sustainability and preservation have on personal health and the economy. It is my goal to become involved in place-based agricultural education to empower and strengthen communities.

**What's your biggest passion?** Enriching the world around me. A sense of adventure and a penchant for challenging limits enables me to see new possibilities. I strive to continually evolve and leverage my experiences to elevate my work and inspire those around me to celebrate their strengths.

**What are your future aspirations?** To be a force of positive change to open doors, shatter ceilings and empower others to define their own success.

**What will Hartford be like in 10 years?** Hartford will be an internationally recognized destination for its favorable business climate, entrepreneurial community, thriving institutions and vibrant cultural assets. The livability of the city will help set the stage as a place for all people to live, work, play, start and grow a business and raise a family.

My husband and I have an urban micro-farm and an engraving company, Reclaimed Engraving, that specializes in natural and reclaimed materials.

**List four reasons why you deserve to be a 40 Under Forty:**

- 1) Has produced over 450 events and programs to date.
- 2) Launched an engraving company, Reclaimed Engraving, specializing in natural and reclaimed materials.
- 3) Is a member of the University of Hartford alumni board of directors.
- 4) Past Area Governor and Division Governor, District 53, Toastmasters International.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My sense of adventure

**What hobby did you develop at a young age that you still enjoy today?** Fishing

**20 years ago, what did you envision as your future profession?** Pastry chef




















**Who do you consider your mentor?** Susan Winkler, Executive Director, Connecticut Insurance & Financial Services



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# Michael Fitzpatrick



**Age:** 37

**Company:** Connecticut Rivers Council, Boy Scouts of America

**Title:** Senior Development Director

**Town where I live:** Manchester

**Town where I work:** East Hartford

**College:** Goucher College



Fitzpatrick poses with the Cub Scout Pinewood Derby Champions. (Right) He stands in Downtown Hartford.



## Q&A:

**What do you do and what are your goals in your current job?** As development director of the Connecticut Rivers Council of the Boy Scouts of America, it is my mission to ensure that we extend our life-changing program to every young person who wants it.

**What are your goals for your community involvement?** Martin Luther King once said, 'Life's most persistent and urgent question is, what are you doing for others?' That sentiment precisely sums up my beliefs. I have a responsibility to help others and a duty to leave things better than I found them.

**What's your biggest passion?** If you've ever been in a room with me for more than 10 minutes, the subject of scouting has come up. I don't apologize for that, because scouting — like no other program — positively and dramatically affects the youth it engages.

**What are your future aspirations?** I'm always asking, 'What's next? What new challenge lies ahead? What ways can we find to improve our program?' I'm not satisfied until there are wait lists to join scouting and parents fret over whether or not they'll be able to get their child in.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** To attract and hold people to Hartford, we need to offer an exciting array of activities and experiences. HYPE has begun addressing this need by creating a community through which young people can connect and give back. Positive additions to our cityscape, like the Front Street District, further this cause. Additionally, we have to make Connecticut more affordable so that

To inspire a volunteer to meet a fundraising goal, I once accepted a challenge wherein if I lost, he got to shave my head at a regional meeting. Three months later, he met his goal and I got well and truly sheared.

the dynamic and young element can afford to live here.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I am a constant champion for scouting. 2) I am active and engaged in the community both through HYPE and The Hartford Club. 3) I volunteer for other worthy organizations, including Junior Achievement, Make-A-Wish Foundation and Habitat for Humanity. 4) I advocate for changes in scouting that open it to more youth and increase its impact.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My first Swiss Army knife

**What hobby did you develop at a young age that you still enjoy today?** Sailing and backpacking

**20 years ago, what did you envision as your future profession?** Army intelligence officer

**Who do you consider your mentor?** Steve Bortz, Director of Development, Garrett Regional Medical Center

# Derrick Gibbs, Jr.



**Age:** 30

**Company:** Change Incorporated

**Title:** Executive Director/CEO

**Town where I live:** Stamford

**Town where I work:** Middletown

**College:** Eastern CT State University



Gibbs visited the Great Wall of China in 2007 as part of a college exchange trip with Eastern Connecticut State University. Also posing are friends Eric Lusa and Kasia Mohn.



Gibbs, a Boy Scout mentor, presents a new uniform to a Putnam teen whose family's house had burned down.

## Q&A:

**What do you do and what are your goals in your current job?** I'm the executive director/CEO of Change Inc. I manage 35 employees, focusing on growth, financials and daily operations. My goal is to raise money to accomplish our first acquisition. I'm looking at organizations that offer similar services to us.

**What are your goals for your community involvement?** My goal is to join additional nonprofit boards because my business knowledge and ability to contribute to those organizations give me fulfillment. I hope to return to volunteer firefighting and I'm interested in politics.

**What's your biggest passion?** I enjoy helping people. Since a young age I've always wanted to be in a caregiving or lifesaving role, from lifeguard to medical technician to firefighter. This field has also been something I'm very passionate about. My original plans were to go to college and study nursing.

**What are your future aspirations?** My biggest aspiration is to be the founder of an organization that provides healthcare and health education services to low-income neighborhoods. I wasn't able to graduate with a nursing degree, but at this point I can hire doctors, nurses and dentists.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Hartford needs to get the entire community working together. City redevelopment shouldn't only be focused on downtown, where it only benefits a particular demographic community, but also on surrounding areas that have huge need. Long standing residents in the north, south and west ends should not be forgotten. More police presence in high-crime areas, not just driving by, but officers

I started my first business at age 13, it was a lawn-care company called Der-Marc Lawn Care Services.

on foot. The city must do more collaboration with community organizations to improve some of our neighborhoods.

**List four reasons why you deserve to be a 40 Under Forty:**

1) I founded a company that employees over 300 people. 2) I'm currently or have been involved in: volunteer Broad Brook Fire Department, Middletown/Willimantic Rotary Club, Boy Scouts of America, board member of the Middlesex YMCA, and board member of the Stamford Public Education Fund. 3) My company has saved state taxpayers over a million dollars in long-term care expenses through the state Department of Social Services. 4) When I was in sixth grade I was told that I had a reading disability, but I never let that stop me. I managed to never stay back, go to college and graduate on time, and now own a business that provides home care to elders and individuals with mental-health disabilities.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My first lawn mower

**What hobby did you develop at a young age that you still enjoy today?** Boating and fishing

**20 years ago, what did you envision as your future profession?** A doctor

**Who do you consider your mentor?** There are too many to list.





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## Jonathan Gineo



**Age:** 33  
**Company:** Nutmeg Properties  
**Title:** Broker and Principal  
**Town where I live:** New Britain  
**Town where I work:** Wethersfield, Bethel  
**College:** Southern Connecticut State University and University of Maryland, Baltimore County



Paddle surfing is just one of Gineo's watery passions.



Gineo takes part in a 2016 Rebuilding Together Day in Hartford.

## Q&amp;A:

**What do you do and what are your goals in your current job?** I run a company that is both a startup real estate brokerage and a real estate investment firm. My goals are to help make real estate brokerage more transparent and way more customer friendly than it has historically been, especially in Connecticut.

**What are your goals for your community involvement?** As a real estate brokerage 100 percent of what we earn comes directly from the communities that we work in and the people who live in those communities, so my goal is to be able to give back not just a percentage of what we earn but also our time to help better the communities we work in and support the people that live there.

**What are your future aspirations?** My future aspirations are to force a change in the way real estate brokerage is done to a way that is truly a customer-first approach and not self-serving for the brokerages and agents. There is a better way to do business and I want to show the other brokerages out there that it can be mutually beneficial for both our customers and our companies.

**What will Hartford be like in 10 years?** I feel like Hartford is at a major crossroads right now. In one direction it has a very bright future ahead with a renewed interest from people wanting to be a part of what is happening downtown. In another direction we are still struggling because there are just not enough desirable jobs being created. That alone can be hugely damaging especially with Boston and New York being so close and really drawing in both businesses and Millennials to help build the employee base in both places. I feel like Hartford is just on the cusp and if we can keep it moving in the

My first real estate investment was a complete and total accident but it ended up being the starting point of a great business and a big passion of mine.

right direction it can be an amazing place to work, live and play in the next decade.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Was No. 1 in New England as a Realtor three years in a row and No. 2 nationally in 2014 for one of the largest franchises in the country. 2) I have bought, sold and brokered over 750 properties so far in my career. 3) I have been involved in numerous community-centric organizations and events in Hartford County. 4) I have been selected as a NAHREP top 250 broker three years in a row and have come in the top 50 each year and this year came in at No. 17 out of brokers nationally for sales volume.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Definitely my beach chair. I am a beach bum at heart.

**What hobby did you develop at a young age that you still enjoy today?** I have played hockey since just after I could walk and still play today.

**20 years ago, what did you envision as your future profession?** Twenty years ago I honestly never thought my career would have gone the direction it has. I can't really remember but I probably wanted to be a pro hockey player, skier, surfer or something like that.

## Kathryn Gonnerman



**Age:** 36  
**Company:** Jewish Community Foundation of Greater Hartford  
**Title:** Director, Center for Innovative Philanthropy  
**Town Where I Live:** Avon  
**Town Where I Work:** West Hartford  
**College:** Yale University



Gonnerman sitting outside reSET, a nonprofit incubator for social entrepreneurs where Gonnerman is a member.



Gonnerman promoting a Foundation program on Rose Sunday at Elizabeth Park in West Hartford, complete with roses painted on her face.

## Q&amp;A:

**What do you do and what are your goals in your current job?** Philanthropy is more than a monetary exchange between donors and nonprofits. At its best, philanthropy unites donors and nonprofits in pursuit of positive impact and strong communities. The Center for Innovative Philanthropy is a springboard for those efforts, strengthening nonprofits, increasing access to data, and introducing donors to philanthropic approaches.

**What are your goals for your community involvement?** I consider myself a facilitator for communities to create the change they envision. So many organizations make positive social change on a daily basis through deep expertise and determination. I hope that my involvement helps multiple organizations achieve success, magnifies their impact and connects them with others who can help.

**What's your biggest passion?** My passion is creating connections through communication. It gets expressed in various ways: speaking other languages, designing materials for nonprofits, inspiring readers through fiction, or mentoring others to communicate well.

**What are your future aspirations?** Personally, I dream of publishing a novel. Professionally, I'd like to see more nonprofit organizations that are solid and sustainable, can take good care of staff as well as beneficiaries, and aren't hamstrung by unrealistic expectations of overhead costs. Eventually, I hope to lead an arts, leadership or philanthropic organization to its next phase of meaningful social change.

**What role can young leaders play in shaping Hartford's future?** Leadership is about seeing the world through a lens of curiosity and taking action – even if it's incremental – to

My favorite time of year is March Madness. If we could declare the first Thursday and Friday of the tournament national holidays, I would support it!

change what needs changing. We don't need to wait for someone else to pass the baton of leadership – we are presented with opportunities to lead by example every day.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Founded the Center for Innovative Philanthropy, a new resource to strengthen philanthropy in Hartford's Jewish community. 2) Volunteered with United Way, Leadership Greater Hartford, reSET, and others. 3) Engaged in Hartford's terrific creative scene through chamber singing with the Hartt School, storytelling with Speak Up, writing with the Mark Twain House. 4) Live every day with a mind to strengthening leadership, providing mentorship and modelling collaboration for community benefit.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Our 2001 Honda Accord with nearly 250,000 miles

**What hobby did you develop at a young age that you still enjoy today?** Writing

**20 years ago, what did you envision as your future profession?** Teacher

**Who do you consider your mentor?** Michael Johnston, CEO, Jewish Community Foundation of Greater Hartford



# Tyron V. Harris

**Age:** 32**Company:** ADP**Title:** Northeast Human Resources Business Partner III**Town where I live:** East Hartford**Town where I work:** Windsor**College:** Berkeley College

Harris with Nancy Silberkleit, co-CEO of Archie Comics.



Harris with the "Ice Cream for a Dream" truck, which offers an ice cream to anyone who shares their dreams.

## Q&A:

**What do you do and what are your goals in your current job?** As an HR business partner I work closely with an organization's senior leaders to develop an HR agenda that closely supports the overall aims of the organization. I look forward to progressing into leadership roles to contribute even greater to the clients that I serve.

**What are your goals for your community involvement?** My passion is our community as a whole. I know that community service and volunteerism are an investment in our community and the people who live in it. My goal is uniting people from diverse backgrounds to work toward a common goal, which will allow the ability to build camaraderie and teamwork.

**What's your biggest passion?** My passion project is H.O.P.E. (Helping Ourselves Prepare for Employment). It's a career-readiness workshop that provides emphasis on building self-esteem, employability skills, job-search techniques, career exploration, resume writing, interviewing and job success skills.

**What are your future aspirations?** When I think about the future, the thing that is most clear to me is being able to continue to make a positive difference in the lives of others. I have been blessed with an amazing career, mentors, family, friends and community. By serving in higher levels of local government I would be able to make a positive impact in the lives of those in my community. Also, a trip to the International Space Station wouldn't be bad either.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Establish a regularly occurring public event that showcases Greater

My goal is uniting people from diverse backgrounds to work toward a common goal.

Hartford merchants, music and food. Ongoing public events help drive positive awareness of Greater Hartford. Bringing people from our region downtown on a regular basis will make citizens aware of the unique amenities that exist in the city.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Co-founder and executive director of Small Business Night Out, which helps small business owners and young entrepreneurs advance and stimulate economic development in their local areas. 2) Member of the East Hartford school board. 3) Received the "Best in Community Award" from Target Corp. in 2010, 2011 and 2012. 4) Founder of H.O.P.E., which pilots free career-readiness and advancement workshops.

## Time Tested:

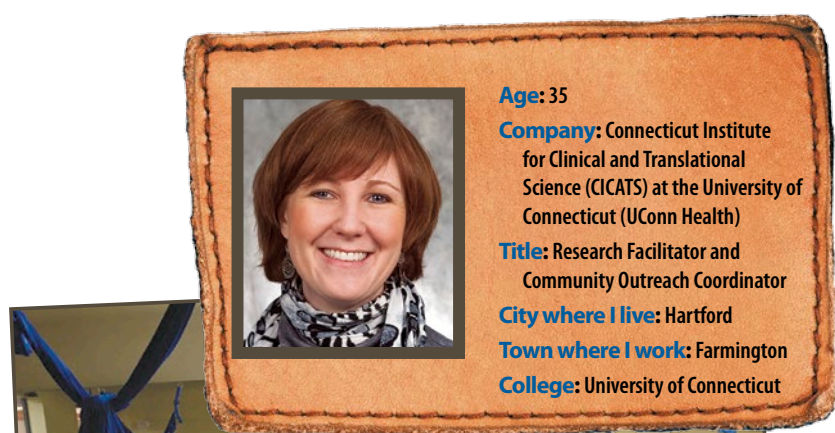
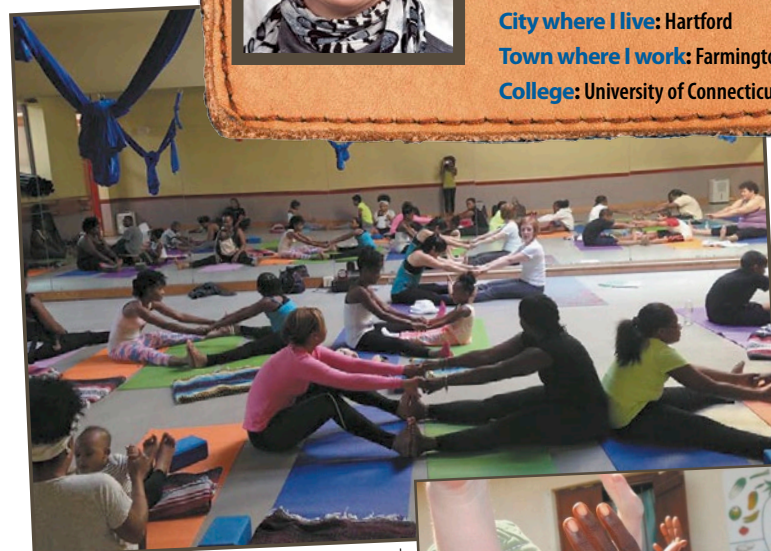
**What personal possession in your life has withstood the test of time?** My third grade school picture with my peach vest and missing tooth makes me smile every time I look at it.

**What hobby did you develop at a young age that you still enjoy today?** Swimming

**20 years ago, what did you envision as your future profession?** I envisioned a future as an astronomer working for NASA.

**Who do you consider your mentor?** Joe Franco, Store Team Leader, Target Corp.

# Kate Hayden

**Age:** 35**Company:** Connecticut Institute for Clinical and Translational Science (CICATS) at the University of Connecticut (UConn Health)**Title:** Research Facilitator and Community Outreach Coordinator**City where I live:** Hartford**Town where I work:** Farmington**College:** University of Connecticut

Hayden (above) teaches Mommy and Me yoga for the Brown Skin Women organization. At right, Hayden dances with a traditional birth attendant in Sierra Leone.



## Q&A:

**What do you do and what are your goals at current job?** At CICATS, I lead the planning of multiple health disparities projects. I am also expanding our connections with community organizations for outreach events and education, which lead to partnerships for community-based participatory research grants. My goals are to secure grants for health initiatives and expand our community outreach partners.

**What are your goals for your community involvement?** I serve on the Greater Hartford Racial and Ethnic Approaches to Community Health (REACH) Coalition, Junior Apprenticeship, and the New Britain Industrial Museum boards. My goal is to leverage my skillsets to meet the missions of each board.

**What's your biggest passion?** Traveling internationally. The further I get away from my own culture, the more I am challenged to get out of my comfort zone and view the world from different perspectives. When I return, I feel like I can re-approach work and life with 'fresh eyes' and a greater appreciation.

**What are your future aspirations?** I would love to own my own grant-writing business, work as a strategic-planning consultant, and work on public-health projects overseas.

**What role can young leaders play in shaping Hartford's future?** Young leaders can shape Hartford's future by asking, 'What are my passions? How can I help?' I feel privileged to serve Hartford through my professional work at UConn Health and volunteer work in health and education for our communities. Being able to combine my personal passion with my professional career has opened the door to many opportunities including working with the REACH Coalition to expand

I've traveled to 19 countries and I've flown to India by myself, twice.

diabetes education, community outreach and patient connection to providers. Additionally, I am able to use my personal and professional contacts for mentor and speaker recruitment in support of Junior Apprenticeship.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I've worked on research projects in Hartford communities for 13 years, first in drug and alcohol research and now in health-disparities research. I'm committed to finding interventions and solutions to some of our toughest problems.

2) I invest my time in communities that need it most. I've been fortunate to align my career and personal passions to maximize my contributions to my city, state and the global community.

3) I am a connector and use this power for good. If you need a job, an apartment, anything, I'm your go-to woman.

4) I've lived in Hartford for over five years and I'm invested in our success.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My well-worn passport

**What hobby did you develop at a young age that you still enjoy today?** Downhill skiing

**20 years ago, what did you envision as your future profession?** Archeologist or journalist

**Who do you consider your mentor?** My brother, Curtiss Van Dorn Hayden, CEO, Skytemple Digital Agency



# Matthew Hoffman



Age: 39

Company: Hoffman Auto Group

Title: Vice President, Dealer Principal

Town where I live: West Hartford

Towns where I work: West  
Simsbury and East Hartford

College: University of Vermont



Hoffman shown hiking at Jackson Hole in Wyoming.



Hoffman shown at the Maria Sanchez School in Hartford donating shoes to students.

## Q&A:

**What do you do and what are your goals at your current job?** I run our entire West Simsbury/Avon operation (Auto Park) that is a substantial amount of our total volume and revenue for Hoffman Auto Group across the state. This consists of three dealerships, sales, service and parts departments, and one collision center. Additionally, I also actively play a large role in strategic decisions and leadership for our entire organization of 545 full-time employees on four different campuses. My goal is to continue to be a top dealer in sales and service across our manufacturers, find ways to organically grow our business and possibly expand, and take over the remaining leadership responsibilities for our enterprise.

**What are your goals for community involvement?** The community organizations I am most passionate about are in education, arts and health care. Currently I am focused on education and equality and social justice of children and young adults in our area.

**What are your future aspirations?** My aspiration is to successfully lead our business so it is in a great place for the fifth generation and beyond. I want to do for the next generation what my father, uncle, grandfather and great-grandfather did for me — be a long-term focused leader who conservatively grows our business and mentors our family.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** We need to attract more businesses by promoting the diversity and strong regional economy. If we look at Hartford regionally, like many cities do, it will be much easier to say Hartford is a vibrant city. Hartford should spend time to find ways to promote the competitive advantages of the region as a whole.

My senior year of college I won a business award for my senior thesis, and it was entered into a national business plan contest by my professor. It was a ski-tuning business, not the car business!

Further, it should find ways to attract more people downtown, including finding ways to get businesses in the Greater Hartford area to hold events in the city.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Played active role leading a company through nine consecutive years of sales growth. 2) Given back to the local community in extensive volunteer and leadership roles. 3) Born and raised in the Hartford area with proven desire to help grow the region in the future. 4) Named 40 under 40 for Automotive News last year.

## Time Tested:

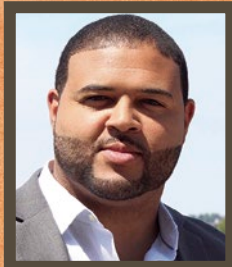
**What personal possession in your life has withstood the test of time?** A long formal dress coat that belonged to my grandfather Burton C. Hoffman

**What hobby did you develop at a young age that you still enjoy today?** Downhill Skiing

**20 years ago, what did you envision as your future profession?** What I'm doing today

**Who do you consider your mentors?** Jeffrey S. Hoffman and I. Bradley Hoffman, co-Chairmen of Hoffman Auto Group

# Aaron Isaacs



Age: 32

Company: Goodwin College

Title: Assistant Dean of Students

Town where I live: West Hartford

Town where I work: East Hartford

College: University of Connecticut



Isaacs runs the support program called the Men of Vision in Education, to help underserved men of color from the Greater Hartford area by providing them with a scholarship, academic counseling and mentoring.



## Q&A:

**What do you do and what are your goals in your current job?** As the assistant dean of students, my role is to support the dean in providing leadership and oversight to several departments in student services. My goal is to continue my team's development so we provide a high level of support to our students.

**What are your goals for your community involvement?** My goals revolve around understanding what our community needs and how I can leverage my leadership roles to meet those needs. I've seen the positive impact organizations like Goodwin and the Greater Hartford YMCA have made in the Hartford area and I believe this is accomplished through meaningful partnerships and collaborative thinking.

**What's your biggest passion?** Coaching. Helping others reach their goals on and off the field has always been rewarding. Last year I volunteer coached at my alma mater with the women's track and field team. It was an honor to work with such a talented group.

**What are your future aspirations?** I just celebrated the birth of my first child, Brooks. Personally, I want to focus on being there for him. Professionally, I'd like to complete my Ph.D. and become a dean or vice president of student affairs.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Hartford should engage area college and university leaders to discuss how to collectively leverage the city's culture, venues and businesses as part of their students' overall college experience. College students bring a wealth of creativity, enthusiasm and optimism, which could breathe new energy into Hartford. By providing affordable

I met President Obama (and Michelle, Sasha and Malia) on Martha's Vineyard.

housing and events geared toward young professionals, students can experience the benefits of urban living and hopefully make Hartford their home after college.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Helping to secure over half-a-million dollars in funding to support underserved populations pursuing higher education at Goodwin College. 2) Four years of service, volunteering on the Greater Hartford YMCA board of directors. 3) Making a Difference Award, Hartford Job Corps Academy, 2014. 4) Making a Difference Award, Goodwin College, 2014.

## Time Tested:

**What personal possession in your life has withstood the test of time?** I've had my father's wooden baseball bat for years, which always brings back great childhood memories.

**What hobby did you develop at a young age that you still enjoy today?** Playing sports, I still play men's league basketball and flag football.

**20 years ago, what did you envision as your future profession?** Giving back was instilled in me at a young age. Both my parents were educators and active in their communities. I think I always knew I would end up in a profession that involved helping others.

**Who do you consider your mentor?** My father, who was a public healthcare administrator for years and taught me a lot about the intricacies of working with people.



# Mitch Jackson



**Age:** 31  
**Company:** UnitedHealth Group; Northeast Payments  
**Title:** Project Manager; Managing Partner  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** UConn



(Above) Jackson celebrating his grandparents' 70th wedding anniversary with his family members.  
 (Right) Jackson helps box up toys for kids during HYPE's annual "Tons of Toys" celebration.



## Q&A:

**What do you do and what are your goals in your current job?** As an IT project manager at UnitedHealth Group, I manage the delivery of applications that improve the claims and grievances process. I am also the managing partner for Northeast Payments, and we help merchants reduce expenses and increase cash flow. My goal is to lead a solution that helps members and businesses.

**What are your goals for your community involvement?** I intend to have more in-depth involvement in Hartford-centric programs and volunteer opportunities. I would also like to scale our member outreach through HYPE in order to reach more families and individuals.

**What's your biggest passion?** My biggest personal passion is music, since it is an integral part of my everyday life. My professional passion is to grow my business into a mover and shaker in the northeast, and provide a blueprint for future entrepreneurs.

**What are your future aspirations?** I aspire to become someone influential that can positively affect my community, city, region and possibly beyond. My intentions would be to benefit the people as a whole but also not overlook the connective impact all businesses can have.

**What role can young leaders play in shaping Hartford's future?** Young leaders have a significant role in shaping Hartford's future — they are Hartford's future! This is evident from the city government, business workforce and the individuals selected to be on this year's 40 Under Forty class. As the chair-elect of HYPE, I want to see to it we continue to connect Hartford's Millennial workforce to small businesses in the region and retain

I graduated from UConn, but I chose it without ever first visiting or stepping foot on campus. You can call it blind faith and the best decision I ever made!

and attract them as residents. This extends to the students in grade school and secondary education institutions as well. Our brain trust is as vital as our workforce, and I believe the children our truly our future.

## List four reasons why you deserve to be a 40 Under Forty:

- 1) Appointed chair-elect of Hartford's Young Professionals and Entrepreneurs.
- 2) Appointed as commissioner of the Hartford Parking Authority by Mayor Luke Bronin.
- 3) Founded a business that helps many small to medium businesses save capital and increase cash flow.
- 4) I was born in Hartford, live in Hartford, work in Hartford, and have an insatiable desire to see it succeed and overcome obstacles.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My passport

**What hobby did you develop at a young age that you still enjoy today?** Playing the piano

**20 years ago, what did you envision as your future profession?** Corporate lawyer

**Who do you consider your mentor?** My father

Windsor, CT



Bloomfield, CT



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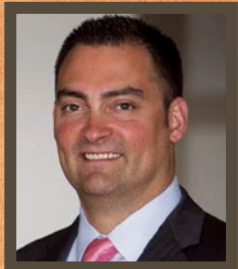
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# David J. Jorgensen



**Age:** 36  
**Company:** Morgan Stanley  
**Title:** Vice President — Portfolio Manager  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** University of Florida



Jorgensen represents the Police Athletic League, which he chairs, at Hartford's St. Patrick's Day Parade.



Jorgensen won an SEC championship ring with the Florida Gators in 2000.

## Q&A:

**What do you do and what are your goals in your current job?** I am a financial advisor and vice president with the Jorgensen Group at Morgan Stanley in Hartford. We are financial advisors to businesses, corporate executives, professional athletes and retirees. My job is to manage their money.

**What are your goals for your community involvement?** My goal is to connect and work with businesses, charities and public commissions to make Hartford and the state a vibrant, educated and economically viable region.

**What's your biggest passion?** My biggest passion is providing children with the opportunities and character development that sports and mentoring provided to me growing up. This is what the Hartford Police Athletic League and Mangini Foundation are all about and why I dedicate my time to them.

**What are your future aspirations?** I aspire to build our business to a billion-dollar operation and use our success and network to make our community a better place for our children.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** We need to continue to invest in our infrastructure, housing and public venues to make the city attractive in the 21st century. We need to fix the broken budgeting and tax system. The most important role of our government is to provide public safety and essential services.

**List four reasons why you deserve to be a 40 Under Forty.** 1) I manage a successful practice at a major financial-services firm. 2) I am dedicated to my community through multiple charities (chairman of the Hartford P.A.L., Mangini Foundation board, United

I earned an athletic scholarship to the University of Florida, where I graduated with a degree in business and was a three-year starter for the Gator football team.

Way investment committee). 3) I've been appointed to multiple commissions (board of Capital Region Development Authority, vice chairman of Hartford Redevelopment Agency). 4) I balance my business and community involvement with being a dedicated husband and father of three young children.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My 2000 Southeastern Conference Championship ring

**What hobby did you develop at a young age that you still enjoy today?** Golf

**20 years ago, what did you envision as your future profession?** Working on Wall Street

**Who do you consider your mentor?** My first boss, Jack Levithan, Regional Vice President, The Hartford

# Joel Kalinowski



**Age:** 33  
**Company:** Blatant Expressions  
**Title:** Chief Strategist  
**Town where I live:** Middletown  
**Town where I work:** Everywhere  
**College(s):** Johnson & Wales University (Undergrad), UConn (Graduate)



Kalinowski volunteering at End Hunger Connecticut!



Kalinowski at the Hartford Denim Company.

## Q&A:

**What do you do and what are your goals in your current job?** I'm an e-commerce and marketing strategist, which is just a fancy way of saying that I create and execute new business plans to drive revenue growth. I love my job, and my goal is to keep meeting awesome businesses owners throughout Connecticut and helping them succeed.

**What are your goals for your community involvement?** At End Hunger CT!, my goal is to continue to help build a community where everyone has access to healthy, affordable food. Elsewhere, I'd like to increase my involvement in attracting and keeping small businesses in our state.

**What's your biggest passion?** That has to be music; there is really nothing else in our world quite as powerful. It's almost emotion incarnate, acting like an anthology of humanity's history, and a roadmap for its future.

**What are your future aspirations?** Visit Iceland, Ireland and every other amazing place. Meet new people. Publish a book. Learn the guitar. Start another business. Teach a class. Speak Italian. Invent something awesome. Shadow Marcus Lemonis. Get a black belt. Be a TED speaker. Finally get Siri to understand me. Laugh more.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Go small, as in, focus on attracting and developing small businesses and entrepreneurs. They will bring a greater diversity of industries and opportunities to Hartford and build the kind of excitement that ignites economic growth.

**List four reasons why you deserve to be a 40 Under Forty?** 1) At the Connecticut Lottery Corp., I built a marketing-engagement

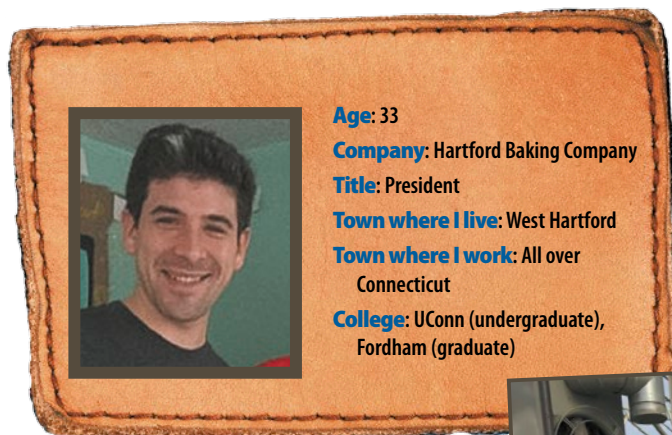
program that increased content sharing by over 1,000 percent and awareness (reach) by over 3,000 percent in the first year. 2) I'm currently the vice-chairperson of the board at End Hunger CT! 3) 3. I've helped dozens of entrepreneurs build/grow their businesses through e-commerce and marketing mentorship (via MicroMentor.org). 4) I recently graduated with honors from UConn's MPA (Masters in Public Administration) program.

**Time Tested:**  
**What personal possession in your life has withstood the test of time?** My childhood dog's tags  
**What hobby did you develop at a young age that you still enjoy today?** Creative writing. Oh, and napping.  
**20 years ago, what did you envision as your future profession?** A journalist, or a king  
**Who do you consider your mentor?** Brian Campbell, President of Pexagon Technology



# 40 Under Forty 2016

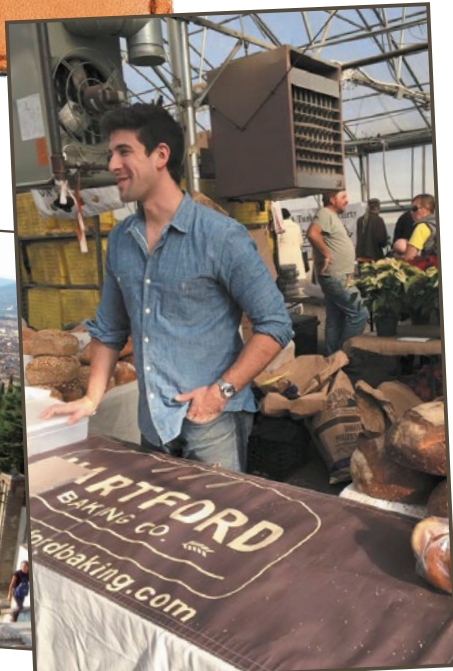
## Scott Kluger



**Age:** 33  
**Company:** Hartford Baking Company  
**Title:** President  
**Town where I live:** West Hartford  
**Town where I work:** All over Connecticut  
**College:** UConn (undergraduate), Fordham (graduate)



Kluger traveled to Florence, Italy right after he decided to leave his finance career and start Hartford Baking Co.



Kluger wearing denim while he promotes his company.

### Q&A:

**What do you do and what are your goals in your current job?** I'm the president and founder of Hartford Baking Company, which I founded in 2010 with operations throughout Hartford County and the rest of Connecticut. We create local, artisanal baked goods and pastry that are sold in multiple local restaurants, including Treva and the MAX Restaurant group, as well as in our retail location at 625 New Park Ave., West Hartford, and our soon-to-be-open location in the West Hartford Center.

**What are your goals for your community involvement?** We have always focused on providing for those in need. Our leftover bread is regularly contributed to a homeless shelter. I also enjoyed running baking classes for kids at Hartford's Camp Courant this summer, and helping out with a Salvation Army Christmas "Winter Wonderland" for underprivileged Hartford children in December.

**What's your biggest passion?** My true passion is entrepreneurship. It creates jobs, innovates and can provide anyone an opportunity to take their passion and turn it into something bigger.

**What are your future aspirations?** I hope to continue building the brand I created and become more involved in the Hartford (city) community. I'd like to teach others entrepreneurship and business skills to help jumpstart economic growth in the city.

**If you had one wish to brighten Hartford's economic future what would it be, and why?** I don't think large, expensive development projects are working for the city. We need a grassroots movement to bring cool stuff to downtown with more arts, music, cool events, and destination restaurants.

**What role can young leaders play in shaping**

Before HBC, I had no professional experience in the food industry and I am a serious gardener.

**Hartford's future?** Young leaders can provide new creative ideas for making Hartford a more attractive place for people like them. I travel a lot to some of the fastest-growing cities in the world. Not all of these places were always popular, but you can see what they've done to turn things around and become amazing places. I'm trying to bring some of that to Hartford by collaborating with local leaders and business owners.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Founded a company that has been profitable for five consecutive years. 2) We are one of the top bakeries in the region with nationally recognized product quality and social equity. We also contribute to community agriculture through our CSA partnership with Sweet Acre Farms and our farmer's market involvement. 3) We are an industry leader in the Connecticut region. 4) As we continue to grow, we're maintaining our connection to community involvement and product quality.

### Time Tested:

**What personal possession in your life has withstood the test of time?** My notebook collection

**What hobby did you develop at a young age that you still enjoy today?** Hiking, weight lifting

**20 years ago, what did you envision as your future profession?** Broadway pianist

**Who do you consider your mentor?** My parents

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## 40 Under Forty 2016

# Karrie Kratz



**Age:** 37  
**Company:** Gilbane Building Company  
**Title:** Vice President, Connecticut Operations Manager  
**Town where I live:** Westbrook  
**Town where I work:** Glastonbury  
**College:** New England Institute of Technology



(Above) Kratz coaches one of Gilbane's younger engineers at a construction site. (Right) Kratz describes sailing on the ocean as her "happy place."



## Q&A:

**What do you do and what are your goals in your current job?** I manage Gilbane's field operations, serving as the construction principal-in-charge for a portfolio of \$220 million in construction contracts. I'm responsible for coordinating and developing our teams, setting expectations and goals, and monitoring our progress.

**What are your goals for your community involvement?** I strive to create a synergy between youth, education and the construction industry. I try to introduce and inspire people of all ages to see the opportunities that are available in construction. My hope is that through these connections I can help young people find a passion for building like I did.

**What's your biggest passion?** My biggest passion is being on a team. I love being with people and helping them achieve a greater cause. Being a collaborator and integral team member on many complex projects is what has driven my career thus far.

**What are your future aspirations?** I plan to continue to lead Gilbane's extremely talented construction teams in any capacity needed. I plan to be a collaborator on some of Connecticut's future landmark projects. I will teach the young people of my industry all that I know so they can become master builders themselves.

**If you had one wish to brighten Hartford's economic future what would it be?** One wish for the future of Hartford as well as the state of Connecticut is a communication of positivity. The saying 'perception is reality' couldn't be more true today in how we communicate about our home. There is so much negativity that bombards the masses about the state of the state, it is very easy to join

I'm very creative, I enjoy sewing and am an award-winning quilter.

in commiserating the troubles we face as a community and the hard decisions that have to be made only pointing to the negatives. The only way to rise above that negative stigma is with the power of positivity. There are great things going on here, we need to talk about them!

**List four reasons why you deserve to be a 40 Under Forty:** 1) I am one of the youngest vice presidents within my company. 2) I was the first and youngest woman to be named operations manager in my company's New England region. 3) I dedicate myself 110 percent to leading high-performance teams for extraordinary and profitable outcomes. 4) I balance my work success with raising my beautiful family. They are both my life's greatest accomplishments.

## Time Tested:

**What personal possession in your life has withstood the test of time?** I have a beautiful pearl necklace that my mother gave to me on my wedding day. I wear it whenever I need strength to get through a tough day.

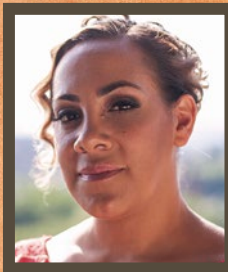
**What hobby did you develop at a young age that you still enjoy today?** Sailing with my grandfather and dad

**20 years ago, what did you envision as your future profession?** I thought I would be a stay-at-home Mom.

**Who do you consider your mentor?** Steven Kononchik, Gilbane Building Company, retired Vice President, District Manager

## 40 Under Forty 2016

# Trudi Lebron



**Age:** 34  
**Company:** ScriptFlip! LLC; Billings Forge Community Works  
**Title:** Founder; Associate Director of Community & Youth Programs  
**Town where I live:** East Hartford  
**Town where I work:** Hartford  
**College:** Charter Oak State College (undergraduate), Walden University (graduate)



Lebron playing piano and posing with students from Hartford Job Corps after training on personal exploration and leadership.

## Q&A:

**What do you do and what are your goals in your current job?** I design research-based youth development and community programs, and train staff that work in these fields. My goal is to change the way we design youth programs so that they are more dynamic, more culturally relevant, and better grounded in social science.

**What are your goals for your community involvement?** My goal is to create opportunities for people in the community to realize their voice, power and passion. In the next year or two I hope that my business ScriptFlip! can establish a grant-making program for youth and artists to do community-action work.

**What's your biggest passion?** I love coaching and teaching because there is nothing like watching an 'ah-ha' moment come across someone's face as they realize something for the first time.

**What are your future aspirations?** My biggest goal for the future is to work with school systems to help establish more Positive Youth Development practice inside of schools. Currently, schools have youth programs, but schools need to be run within a Positive Youth Development framework.

**How can Hartford become a more vibrant city?** We need to strengthen our public schools. I feel strongly that there is a direct relationship between the status of our school system, and the vibrancy of our community. I think there are two Hartford's, the one where professionals 'live, work, and play,' and the one where youth are disengaged, underserved and looking for answers. I've lived in both. Hartford will become a more vibrant city when all stakeholders have a

I love coaching and teaching because there is nothing like watching an ah-ha moment come across someone's face as they realize something for the first time.

place to participate in Hartford's resources. Then it will be a place where people want to stay, raise a family and invest their time, energy and money in.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Founded ScriptFlip! in 2013, a social enterprise designed to change social narratives about urban youth. We have clients in five states. 2) As a teen mom of two I had a 1 percent chance of getting a bachelor's degree before age 30. At 31, I was in a Ph.D. program and an assistant professor. 3) I ran a teen-mom program that I had been a client in 10 years earlier. 4) I'm a regularly requested speaker, advisor, presenter and panelist for community initiatives.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Childhood Judo Gi

**What hobby did you develop at a young age that you still enjoy today?** Singing

**20 years ago, what did you envision as your future profession?** Hip-hop artist

**Who do you consider your mentor?** Madeline Perez, Professor and Director of Latino Community Practice, University of St. Joseph



# Art Linares



**Age:** 27  
**Company:** Greenskies Renewable Energy; State Senate  
**Title:** Owner and Co-founder; State Senator  
**Town where I live:** Westbrook  
**Town where I work:** Middletown and Hartford  
**College:** The University Of Tampa

Sen. Linares talks to constituents. (Below) In addition to his work at Greenskies Renewable Energy, Art Linares is the youngest senator in the General Assembly.



## Q&A:

**What do you do and what are your goals in your current job?** My goals are to make Greenskies the best place in America to work, and become the No. 1 commercial and industry solar developer in the world.

**What are your goals for your community involvement?** I would like to help mentor a young entrepreneur in getting their business off the ground and growing in Connecticut, and use whatever profits derive from that venture to donate to the community and nonprofit agencies.

**What's your biggest passion?** My biggest passion is building my business to take advantage of the opportunities ahead for solar energy development. As a state senator, my passion is getting our state's fiscal house in order and passing pro-growth economic policies.

**What are your future aspirations?** You'll have to wait and see!

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** In order

I am the youngest state senator in Connecticut.

for Hartford and Connecticut to become a place where Millennials want to live and work, we need to attract the companies that will drive the industries of the future. Big data, clean tech, cyber security, robotics and genomics will drive growth in our globalized world, and Connecticut needs to be home to those innovative companies and industries.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I co-founded a top-five solar development company.

2) I am the youngest state senator in Connecticut.

3) I am an avid volunteer and supporter of various charities.

4) I am committed to the future of Connecticut.

## Time Tested:

**What personal possession in your life has withstood the test of time?** A statue of Jesus Christ my family hid from Castro in Cuba and brought to America. We still have it today, at my uncle's house.

**What hobby did you develop at a young age that you still enjoy today?** Reading and exercise

**20 years ago, what did you envision as your future profession?** NBA basketball player

**Who do you consider your mentor?** My father, Art Linares Sr.

# Ryan Matthews



**Age:** 28  
**Company:** Nutmeg Big Brothers Big Sisters; The Susie Foundation  
**Title:** Director of Community Programs; Founder and Executive Director  
**Town where I live:** Plainville  
**Town where I work:** Hartford  
**College:** UConn (Bachelor's and M.P.A.)



Matthews doing charity work at the home of Cindy Owens (back right) and Harriess Weiss (front right) of Winsted, after a few members of The Susie Foundation's board of directors installed a handicap-accessible ramp to help ease Weiss' travels in and out of his home.



Matthews with his fiancée Liz Slot standing in Jackson Square in front of the St. Louis Cathedral in New Orleans.

## Q&A:

**What do you do and what are your goals in your current job?** I serve as director of community programs for Nutmeg Big Brothers Big Sisters, where I direct Connecticut's largest community-based youth mentoring program, and also executive director of The Susie Foundation, where I lead an agency that serves people with ALS.

**What are your goals for your community involvement?** The goals I set are intimately tied to those I set for my career and life's journey: Work hard at work worth doing, while remaining dedicated to building a strong, vibrant and healthy community.

**What's your biggest passion?** Serving others. Whether they are local children and families, the terminally ill, my neighbors, my colleagues, or my friends and family, I have always found that I feel most alive, most at peace, and most myself when I am losing myself while serving those I love.

**What are your future aspirations?** Marrying the love of my life, becoming a dedicated father, raising a caring family and devoting myself to meaningful, challenging and exhilarating work that makes our community a better place to live, work and play.

**If you had one wish to brighten Hartford's economic future what would it be?** I would wish for greater investment in improving the lives and well-being of our youth. Our city and state are brimming with talented, passionate and brilliant young women and men who tragically yearn to pursue greener economic pastures beyond their circumstances and outside their communities. Retaining this intellectual capital means investing now to provide adequate support structures, as well as innovative growth and development opportunities that

I am a former New Orleanian who is a fan of the New Orleans Saints and brass bands, a gumbo connoisseur and the baker of delicious king cakes.

connect them with the resources they need to build their lives in our region.

**List four reasons why you deserve to be a 40 Under Forty:** 1) After serving as one of my mom's primary caregivers for the final 16 months of her life and watching her pass away from Amyotrophic Lateral Sclerosis in 2011, I founded a nonprofit, The Susie Foundation, that is dedicated to serving others struggling with the same horrific disease. 2) I presently direct the state's largest community-based, youth-mentoring program serving 400 children. 3) I have helped launch the agency's first volunteer affinity group, Bigs Ignite, and have also launched the agency's first, holistic volunteer post-match training initiative, Mentor Academy. 4) Appointed to the Governor's Commission on Youth and Urban Violence.

## Time Tested:

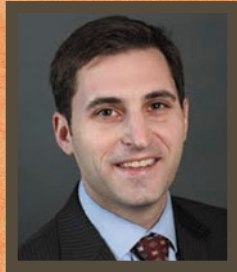
**What personal possession in your life has withstood the test of time?** Charms on a necklace that I wear daily, representing love and faith, which were a gift from my mom that I wear in memory of her.

**20 years ago, what did you envision as your future profession?** Professional baseball player

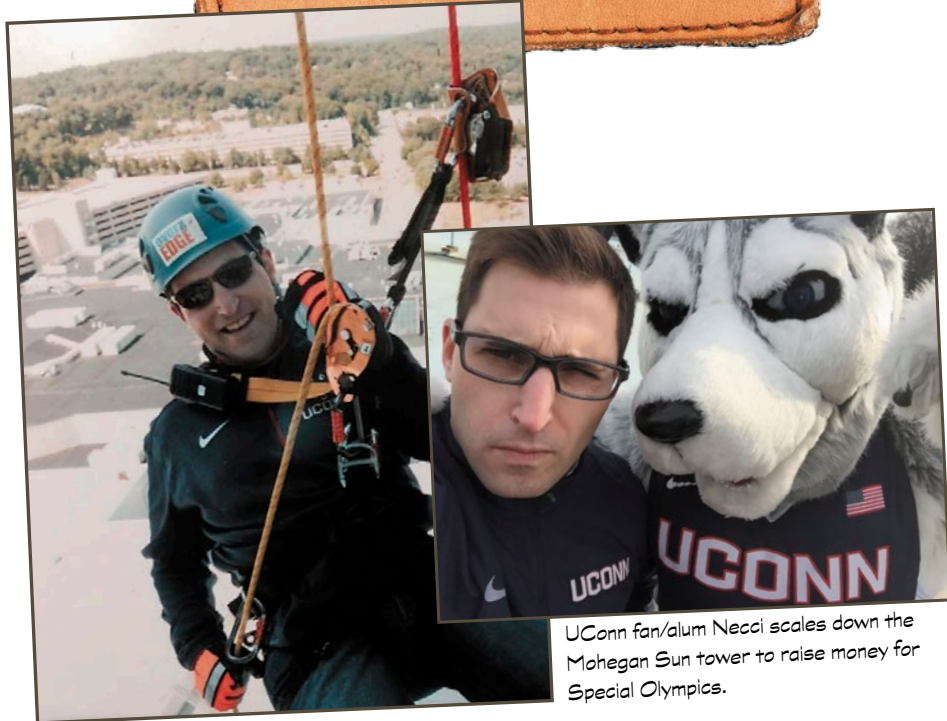
**Who do you consider your mentor?** Matt Farley, executive director, Connecticut Campus Compact



# Matthew Necci



**Age:** 35  
**Company:** Halloran & Sage LLP  
**Title:** Partner  
**Town where I live:** Glastonbury  
**Town where I work:** Hartford  
**College:** University of Connecticut



UConn fan/alum Necci scales down the Mohegan Sun tower to raise money for Special Olympics.

## Q&A:

**What do you do and what are your goals in your current job?** I'm a partner at Halloran & Sage LLP, a law firm that's been based in Hartford for more than 80 years, and chair of its workers' compensation practice group. My goals are to increase our client base, while ensuring our attorneys are trained to provide exceptional service to existing clients.

**What are your goals for your community involvement?** I'm a firm believer that people have a duty to give back to their communities in any way they can. I want to continue working with nonprofits that focus on the positive aspects of our capital region and that look to enhance quality of life for our residents.

**What's your biggest passion?** First and foremost, family. I love cooking/hosting big dinners and spending as much time as possible with my wife and kids. My second passion is UConn. I've been an unconditional fan since my youth, and constantly try to promote my alma mater to the masses.

**What are your future aspirations?** I love writing and want to one day contribute to the magazine Wine Spectator. I want to continue growing Halloran & Sage to ensure it's here for another 80 years. As for Hartford, my generation has an opportunity to do things that change the attitude and perception of the city.

**What role can young leaders play in shaping Hartford's future?** One of the benefits of living in Hartford, as opposed to a larger city, is that you can be more than just another drop in the bucket. You can make a concrete difference and climb the professional ladder quickly if you are willing to work hard. And while that's true, I would put the talent and quality of Hartford's young professionals against their peers from any other city. I

While taking part in Leadership Greater Hartford's Quest program, Matt was part of the team responsible for putting concrete chess/picnic tables in Bushnell Park.

will continually promote Hartford's positive attributes to anyone I meet, particularly to neighbors in our suburbs. We have to view Hartford as a capital region as opposed to just another municipality.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Partner and department chair at one of Connecticut's largest law firms. 2) Member of the board of directors for Leadership Greater Hartford. 3) Member of the board of directors for Special Olympics Connecticut. 4) Chair of the Connecticut Bar Association's Young Lawyers Section, 2015-2016.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Family rocking chair, now four generations strong

**What hobby did you develop at a young age that you still enjoy today?** Completely devout and unconditional UConn and New York Mets supporter

**20 years ago, what did you envision as your future profession?** History professor

**Who do you consider your mentor?** Raymond Necci, retired, former Northeast Utilities executive

# Ryan O'Halloran



**Age:** 31  
**Company:** KNOX Inc.  
**Title:** Advancement and Marketing Director  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** UConn



O'Halloran checks in on a spring tree planting and waters plants in KNOX's largest greenhouse.

## Q&A:

**What do you do and what are your goals in your current job?** I ensure KNOX has the resources and friends to empower and lead in Hartford around environmental stewardship, workforce development, green education and local food projects. My short-term goal is to hold a garden bash worthy of KNOX's 50<sup>th</sup> anniversary. Long term, my goal is to make the city's beauty a competitive advantage.

**What are your goals for your community involvement?** To be truly present anywhere I'm involved, especially with fundraising as a skillset. Beyond KNOX, I'm helping the Center for Latino Progress ramp up and working with the Hartford Foundation for Public Giving's Catalyst Fund to introduce new folks to philanthropy.

**What's your biggest passion?** I aim for honor and loyalty in work and play. I'm not perfect, but I put the most energy into doing right by people.

**What are your future aspirations?** The skills that go along with fundraising suit me. Relationship building and face-to-face solicitation will always be a focus of my work. Personally, I hope to write a novel and publish a video game having friends kind enough to slog through them.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Hartford has a solid brand. Hartford has an even better product (its people and businesses) — if you take five minutes to explore. What's really missing is the packaging. That's where KNOX, the city's Department of Public Works, other organizations and volunteers come in. Fixing and adding 1,000 small pockets of awesome outperforms a massive infrastructure project

I attend Connecticon annually and firmly believe it is one of the best teachers of community and inclusivity out there.

any day. The curbside appeal of this city has to be an enormous priority if we want new investments.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Tripled KNOX's budget while adding a half-million dollars to the organization's assets.

2) Secured largest individual gifts and grants since KNOX's founding.

3) Board member for the Center for Latino Progress and steering committee member for the Catalyst Fund at the Hartford Foundation for Public Giving.

4) Helped city of Hartford develop a clean-energy plan as part of a taskforce.

## Time Tested:

**What personal possession in your life has withstood the test of time?** Great-grandfather's lucky putter

**What hobby did you develop at a young age that you still enjoy today?** Video games

**20 years ago, what did you envision as your future profession?** Too happy to care

**Who do you consider your mentor?** Ron Pitz, Executive Director, KNOX Inc.



# Manny Rivera III



**Age:** 32  
**Company:** MD Tech Team LTD  
**Title:** CEO/Webmaster  
**Town where I live:** Marlborough  
**Town where I work:** Manchester  
**College:** N/A



Rivera founded his company in 2007 with his wife Diana Rivera. He visits "The Dinosaur Place" in Montville with his sons Mason and Michael (standing in blue and red shirt).



## Q&A:

**What do you do and what are your goals in your current job?** I am currently working as the CEO and webmaster for the MD TECH TEAM. My goal is for us to be recognized as an authority in Joomla development as well as increasing our company sales to \$15 million by 2018.

**What are your goals for your community involvement?** I will continue to mentor young people in the community who are graduating out of high school or college. I like to share with them my experiences as a business owner, but more importantly my journey of personal growth.

**What's your biggest passion?** I am a big believer in growing yourself. It has been a passion of mine since I was in my early 20's and it has allowed me to change the way I think, treat people and solve challenges.

**What are your future aspirations?** I aspire to continue to grow my company and my personal brand as well as be the best influence to my children as I can be. I will also share my stories of growth and travel to help future entrepreneurs. Hopefully it will help them avoid the same mistakes I have made.

**What role can young leaders play in shaping Hartford's future?** As John C. Maxwell says, "True leadership cannot be awarded, appointed, or assigned. It comes only from influence, and that cannot be mandated. It must be earned." Our young leaders need to recognize, understand and practice the laws of leadership. If we want to see Hartford grow, our young leaders must also personally grow and participate in the areas that they want to influence. I will continue to do my best in learning, teaching and practicing business leadership as I hope other leaders will lend their influence.

At the age of 16, I was the youngest individual to earn their Microsoft Certified Systems Engineer in the state of Connecticut.

**List four reasons why you deserve to be a 40 Under Forty.** 1) I founded the MD Tech Team with my wife in 2007 and we have learned how to become profitable since 2012. 2) I have advised numerous nonprofits on how to create or strengthen their online presence. 3) I participate in my high school's TTAC committee, educating students on what's currently happening in the field of technology. 4) I have served as webmaster for the Hispanic American Veterans of CT and other Hartford organizations.

## Time Tested:

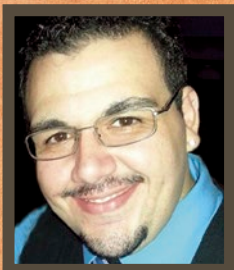
**What personal possession in your life has withstood the test of time?** My uncle gave me a wallet when I was a senior in high school that I still own. I even have the note he wrote to me inside.

**What hobby did you develop at a young age that you still enjoy today?** Computing. When I was 12, I was given a computer (486 Packard Bell) and I haven't been able to put them down since.

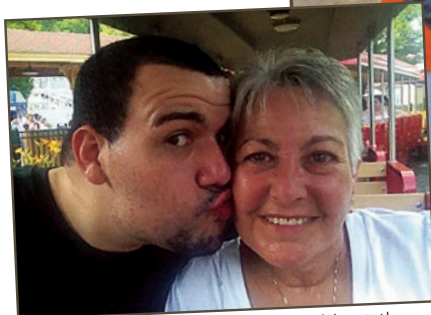
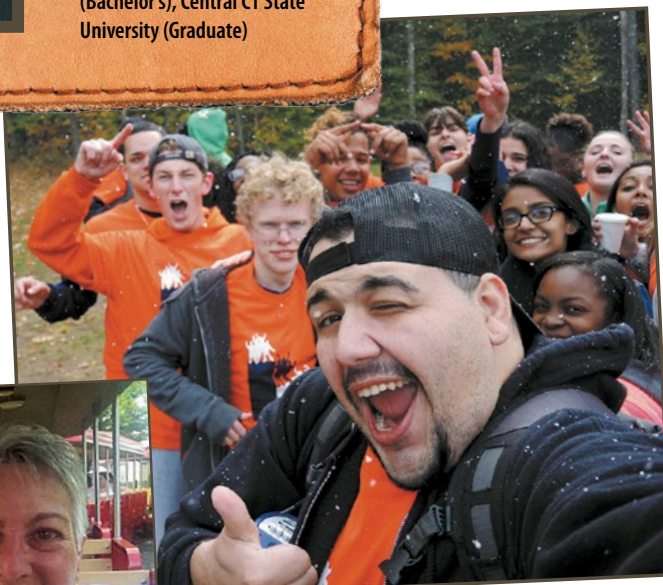
**20 years ago, what did you envision as your future profession?** I knew it would involve computing.

**Who do you consider your mentor?** In high school my technology teachers were my mentors: Mr. Knoeckel, Mr. Skinner and Mr. Bugbee.

# Andre Santiago



**Age:** 30  
**Company:** Leadership Greater Hartford  
**Title:** Director of Youth Programs  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** University of Connecticut (Bachelor's), Central CT State University (Graduate)



Santiago said he'd be "nowhere without the love, kindness and support" of his mother, shown above.

Santiago at Camp Jewell for a weekend of team-building experiences with the Common Ground program.

## Q&A:

**What do you do and what are your goals in your current job?** As the director of youth programs, this role requires me to develop curriculum, recruit and coordinate volunteers, teach high school and college students and report on the program's success. In addition, I provide consulting and training services and serve as the organizational representative for Hartford Decide\$, the states' first participatory budgeting initiative.

**What are your goals for your community involvement?** I want to continue to stay connected to the Hartford community by serving on additional boards of directors and continuing to create collaborations and partnerships among organizations and entities pertaining to education and youth.

**What's your biggest passion?** While my professional passions have always centered around music and leadership, my personal passion lies with my two beautiful nieces. My job as an uncle is to provide them with all of the opportunities and experiences that life can offer and to ensure they are healthy and happy.

**What are your future aspirations?** I strive to develop and expand my knowledge and skills in education and youth development. I see myself serving as an executive director for a nonprofit organization or teaching leadership at a collegiate level.

**What role can young leaders play in shaping Hartford's future?** Combining my love of music and leadership, a quote from the song "Greatest Love of All": "We believe the children are our future, teach them well and let them lead the way." I believe that the youth of this region have the passion, enthusiasm and talent to make effective change. I plan to

While I enjoy music and performing, I do not enjoy singing solo! I prefer a small group or ensemble opportunities.

continue to help guide students as they face challenges head on and serve as a resource to youth who look to implement change.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Youngest program director in the history of Leadership Greater Hartford. 2) Provided leadership training for over 500 youth in the region. 3) Created, developed and taught the region's first inter-collegiate leadership program. 4) Co-chair of Hartford Decide\$, a city-wide participatory budgeting initiative.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My CD collection

**What hobby did you develop at a young age that you still enjoy today?** Music

**20 years ago, what did you envision as your future profession?** Lawyer

**Who do you consider your mentor?** Ted Carroll, President of Leadership Greater Hartford and Doe Hentschel, Leadership Greater Hartford's Vice President



## 40 Under Forty 2016

# Liz Schmitt



**Age:** 38  
**Company:** Miss Porter's School  
**Title:** Chief Enrollment and Student Affairs Officer  
**Town where I live:** Farmington  
**Town where I work:** Farmington  
**College:** Union College (Bachelor's), University of Pennsylvania (Master's)



Schmitt and her husband and step-daughters (Brendon, Natalia, and Isabella Welker) served as a host family for an international student from Mexico who was studying at Porter's for the year.



Schmitt pictured with her father and siblings, who she said have taught her the most important lesson in life: to thrive and flourish requires endurance, agility, resilience, strength, optimism, the ability to find meaning, and more than anything, connection to one another.

## Q&A:

**What do you do and what are your goals in your current job?** I oversee admissions and student life at Miss Porter's School, and I seek to ensure the consistency and quality of the student experience from entry through graduation. In my work, I focus on leadership, culture and community, and inspiring a shared vision for the school's success.

**What are your goals for your community involvement?** By further developing Porter's Leads, my aim is to inspire girls to become comfortable with their own personal power. We offer various workshops to girls in grades five through nine, providing them with the leadership competencies and confidence necessary to shape their worlds — and our world.

**What's your biggest passion?** Education. I believe schools have the power to shape the lives of students. I also believe, as Parker Palmer wrote, 'Good teaching comes from the identity and integrity of the teacher.' Good schools come from the identity and integrity of their educators.

**What are your future aspirations?** Elizabeth Gilbert wrote, 'At some point, you gotta let go, and sit still, and allow contentment to come to you.' For now, I am practicing contentment. I derive great joy and challenge from my work, and I am investing in my new family — my husband, two step-daughters, and a labradoodle.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** Vibrant cities have vibrant educational systems — from public schools to charter and magnet schools to independent schools. To achieve the vitality it seeks, Hartford must invest in its schools and its educators. Paired with a jobs program and parent workshops, high-quality schooling

I am obsessed with the Walking Dead and am counting down the days until the Season 7 premiere!

(especially in early childhood) has the potential to break the cycle of poverty.  
**List four reasons why you deserve to be a 40 Under Forty:** 1) Founded Porter's Leads, a leadership program for middle-school girls. 2) Champion girls' education as a member of the board of trustees of the National Coalition of Girls' Schools. 3) Serve as a member of the board of directors of the Association of Independent School Admission Professionals. 4) Advocate for boarding schools as a member of the executive committee for an outreach and marketing initiative with The Association of Boarding Schools.

## Time Tested:

**What personal possession in your life has withstood the test of time?** I have two rings — one was my grandmother's and the other was my great-grandmother's, which my mother also wore. The rings remind me of the lives lived and lost and the legacy of strong women I am proud to be a part of.

**What hobby did you develop at a young age that you still enjoy today?** I love to read, to lose myself in stories, to reflect on the pure poetry of others.

**20 years ago, what did you envision as your future profession?** I dreamed of joining the Peace Corps, working in corporate America and everything in between.

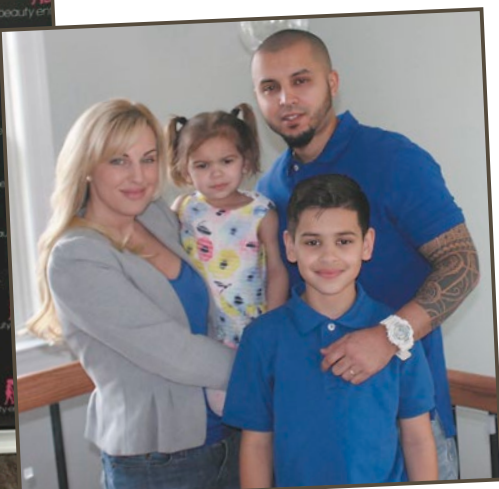
**Who do you consider your mentor?** Kate Windsor, Head of School, Miss Porter's School

## 40 Under Forty 2016

# Ashley Stone



**Age:** 32  
**Company:** Beauty Entourage LLC  
**Title:** Founder  
**Town where I live:** Wethersfield  
**Town where I work:** Farmington  
**College:** None



Stone balances her own business with family life, including her husband and children.

## Q&A

**What do you do and what are your goals in your current job?** I am an entrepreneur. My goals are to grow my company and bring more structure and stability to the free-lance beauty industry.

**What are your goals for your community involvement?** As I grow as a businesswoman and advocate for women in business and technology I would love to mentor other women in the community as well as give back to the local women's shelters.

**What's your biggest passion?** My biggest passion is helping others build confidence in themselves. Whether that is through support with education on a personal or professional level, or in their appearance with how they think about themselves.

**What are your future aspirations?** I want to change the landscape of how we do business in the beauty industry and expand my company nationally. I also want to create more jobs and opportunity in creative fields of interest as well as inspire more women to embrace technology and think using a more innovative approach.

**What needs to happen for Hartford to become a more vibrant city where people work, live and play?** I think it is critical to create more incentives for tech businesses. Technology is a growing industry and appeals to a younger demographic that can bring a fresh approach and efficiency. Hartford is in between two major cities and that would make it extremely appealing for tech businesses and startups. Affordable housing, great family environment, nightlife and business culture with forward thinking would be an incredible appeal and asset to the community.

**List four reasons why you deserve to be a 40**

I can create anything out of hair. In the past I have created an elephant, a carousel, a butterfly habitat and more. This skillset landed me second place in a reality show competition that aired on the Oxygen Network.

**Under Forty:** 1) Founded a company that has been profitable for 10 consecutive years. 2) Awarded by American Salon Magazine and recognized in my industry for my business practices, growth, and overall commitment to the beauty industry. 3) I am an ambassador for the nonprofit Wigs for Kids and I have raised over \$40,000 for the organization. I also volunteer at the local women's shelter and American Cancer Society. 4) I recently merged my beauty business and created innovative platform technology that has been recognized by the SBA and Microsoft store, and won an award in CT InnovateHER challenge.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My husband, we've been married for 15 years and have two kids.

**What hobby did you develop at a young age that you still enjoy today?** Writing poetry

**20 years ago, what did you envision as your future profession?** Fashion designer

**Who do you consider your mentor?** My Mom, Torri Schwentke



## Adam von Gootkin



**Age:** 33  
**Company:** Onyx Spirits Company  
**Title:** Co-founder  
**Town where I live:** Bristol  
**Town where I work:** East Hartford  
**College:** None



Von Gootkin sips Onyx Moonshine (right) and runs his business (above) in East Hartford.

## Q&amp;A:

**What do you do and what are your goals in your current job?** I oversee the growth of Onyx Moonshine while looking for new opportunities for our group. Goals include continuing to expand the Onyx Moonshine brand reach while staying focused on exceptional quality and exploring new opportunities to expand our brand portfolio with great properties and unique products in spirits and wine around the world.

**What are your goals for your community involvement?** I'm incredibly passionate about helping young and startup entrepreneurs, and expect to continue using what influence and knowledge I have to help them succeed.

**What's your biggest passion?** Creation. Entrepreneurship is creating the reality we live in, and entrepreneurs have an important responsibility to do the right thing. In the spirits business, I'm entirely captivated by the idea that through agriculture and the special craft of producing spirits and wine, we create a reality that helps us to slow down, create memories with family and friends, and enjoy the fruits of the earth.

**What are your future aspirations?** To expose the world to ultra-premium moonshine and Connecticut's first whisky. To discover other equally special places around the world where unique spirits and wines can be produced, and to bring them to market.

**If you had one wish to brighten Hartford's economic future what would it be, and why?** A change in mindset from policy leaders and bureaucrats to create a genuine culture of positive innovation, responsible entrepreneurship and an overall vibe and system conducive to that — ultimately, an end to the 'This is how it's always been done' mentality.

Recently, I took a renowned English lord, godson of Queen Elizabeth, for his first hot fudge Sunday from McDonald's. His response ... "Living the American Dream, aren't we." He was lovin' it.

## List four reasons why you deserve to be a

**40 Under Forty:** 1) Founded a Connecticut company that has expanded the state brand nationally, hired local employees and contributed hundreds of thousands of dollars to state tax revenues. 2) Supported over 200 local nonprofits. 3) Created or serve on the boards of multiple programs that support startups. 4) Author of nationally released book "Living Proof: Onyx Moonshine's Journey to Revive the American Spirit."

## Time Tested:

**What personal possession in your life has withstood the test of time?** Two paintings in my dining room of my Great Great Grandmother and Great Great Grandfather from the family that settled Portland and parts of Middletown.

**What hobby did you develop at a young age that you still enjoy today?** Oil and watercolor painting

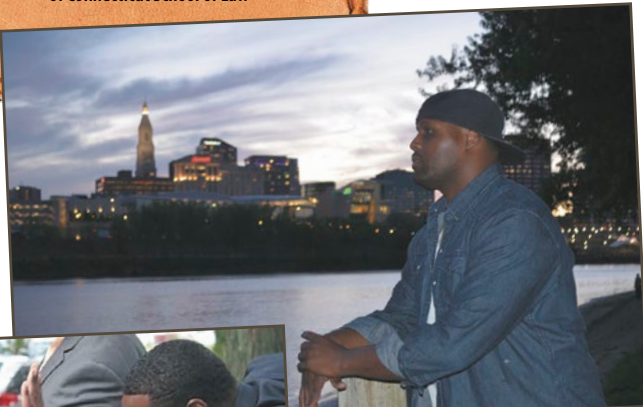
**20 years ago, what did you envision as your future profession?** Marine biologist

**Who do you consider your mentor?** Anthony Viscogliosi, Founder, Viscogliosi Brothers LLC

## DeVaughn Ward



**Age:** 31  
**Company:** City of Hartford  
**Title:** Director of Intergovernmental Affairs  
**Town where I live:** Hartford  
**Town where I work:** Hartford  
**College:** Howard University, University of Connecticut School of Law



Ward is seen greeting kids on the first day of school at Martin Luther King Elementary School in Hartford.

## Q&amp;A:

**What do you do and what are your goals in your current job?** I serve as the chief lobbyist for the city at the state capitol, the mayor's liaison to city council and the point of contact for state agencies and our federal legislative delegation. The primary goal of my job is to build consensus and support for the mayor's legislative and policy initiatives.

**What are your goals for your community involvement?** My goals for community involvement are to help build strong, healthy, economically vibrant communities in Hartford through the use of my advocacy and legal skills. I believe the neighborhoods throughout Hartford have tremendous unrealized potential that need to be harnessed and marketed to the region and the country.

**What's your biggest passion?** Politics is a passion of mine because it impacts everything from government to business to sports. Power, relationships and why and how people make decisions have always been something that intrigued me and made me want to learn more.

**What are your future aspirations?** My future aspirations are to continue using my legal and advocacy skills to help Greater Hartford and impact social change. I really enjoy problem solving and working on policy, but I also love practicing law so something that is a hybrid of the two would be my future career goal.

**If you had one wish to brighten Hartford's economic future what would it be, and why?** My wish would be that the Greater Hartford area embrace a more regionalized approach to governing. For a long time in Connecticut we have talked about regionalism. Unfortunately, those conversations haven't yielded real policy changes. The result has been

When I was in college I interned in both chambers of Congress.

economic decline. Around the country the economies that are growing are places like Charlotte, Atlanta and Louisville, where the region has taken a collaborative approach to governing. If Hartford regionalized marketing and municipal services, the economic future for the Capital City would be very bright.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Started and managed my own law practice for three years. 2) Was the youngest chairmen of the Bloomfield Housing Authority at 28. 3) Helped Hartford achieve 95 percent reimbursement on the Weaver School construction project (typical reimbursement is 85 percent). 4) Helped Hartford win passage of the admissions tax for the baseball stadium.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My Yankees cap. I became a fan at a young age and have been wearing them forever.

**What hobby did you develop at a young age that you still enjoy today?** I really enjoy listening to music and going to concerts. Music is the universal language and it really has the ability to unite cross all boundaries. I played trumpet for a number of years.

**20 years ago, what did you envision as your future profession?** When I was a kid I wanted to be a music producer and executive.

**Who do you consider your mentor?** John Motley, Owner of Motley Consulting



# Liz White Notarangelo



**Age:** 34  
**Company:** Record-Journal  
**Title:** Executive Vice President & Assistant Publisher  
**Town where I live:** Meriden  
**Town where I work:** Meriden  
**College:** Boston College (Bachelor's), Yale School of Management (MBA)



White Notarangelo shown at the Meriden YMCA's Mountain Mist Outdoor Center for summer camp. She is currently serving her third year as president of the Meriden YMCA's board of directors.



The New York Yankees have withstood the test of time for White Notarangelo. She and her dad have been going to Yankees games since she was little and they have gone to Florida for Yankees spring training for 20 consecutive years.

## Q&A:

**What do you do and what are your goals in your current job?** I focus on digital growth opportunities and innovation for our business. I research success stories of other media and digital companies to determine what we can launch here. My goals are to work with our teams to achieve our goals for digital revenue and audience growth.

**What are your goals for your community involvement?** The priority is finding the best ways to serve as many people in our local communities as possible.

**What's your biggest passion?** Family. From my home life to my work life, I am centered around family. I am fortunate to be in a family business and work with my dad every day and have a mom and a husband who always support me. And our world revolves around our two sons, Jackson and Noah.

**What are your future aspirations?** To continue the transformation of our company to evolve in a quickly changing environment to best serve readers, local businesses and our community. Personally, I look forward to further expanding my leadership role at the Record-Journal as the fifth generation of our family business as well as in our local community.

**What role can young leaders play in shaping Hartford's future?** As leaders, we must strive to enhance the cultural and economic vitality of the cities and towns we call home. Working together, we can bring the academic, cultural and industrial centers together to create a new era of growth and prosperity and a lasting legacy for our region's next generation.

**List four reasons why you deserve to be a 40 Under Forty:** 1) I helped lead the transformation of our 149-year-old newspaper

I was an aerobics instructor for several years at the Meriden YMCA before joining their board of directors.

into a modern, innovative media company, including the move to a new open, collaborative office space in 2015 and rebranding our company into RJ Media Group and introducing a new brand HOMEBASE Digital. We have created a culture of continuous change to encourage trying new ideas. 2) I was the chair of Revolution 2015, a successful company-wide initiative resulting in 53 percent growth in digital revenue and 40 percent growth in digital audience year over year, for which the Record-Journal was named to Editor & Publisher Magazine's '10 Newspapers That Do It Right' list in March 2016. 3) I was named to Editor & Publisher Magazine's 25 Under 35 list in April 2016. 4) I served the last two years as the Meriden YMCA board president.

## Time Tested:


**What personal possession in your life has withstood the test of time?** A sweater from high school that belonged to my high school sweetheart Mike, who is now my husband

**What hobby did you develop at a young age that you still enjoy today?** Playing soccer

**20 years ago, what did you envision as your future profession?** Running our newspaper

**Who do you consider your mentor?** My dad Eliot White, President and Publisher of Record-Journal, and my mom Sue White

# Amanda Kathleen Young



**Age:** 36  
**Company:** Wadsworth Atheneum Museum of Art  
**Title:** Chief Communications/Marketing Officer  
**Town where I live:** Hartford's West End  
**Town where I work:** Hartford  
**College:** Bucknell University (Bachelor's), Shenandoah University (Master's)



Young (shown above center and to the right) talks with former Hartford Mayor Pedro Segarra at the Wadsworth.



## Q&A:

**What do you do and what are your goals in your current job?** I oversee communications and marketing at America's oldest continuously-operating public art museum. I also am temporarily heading up the development department. My main goal right now is making the Wadsworth Atheneum a vital community resource and a place where our neighbors want to gather.

**What are your goals for your community involvement?** I recently moved into the city and am always game to support the arts, and patronize places like Hartford Stage, TheaterWorks, Real Art Ways and EBK Gallery. My goal is to spend more time helping grassroots efforts improve life in Hartford.

**What's your biggest passion?** My life's passion has been making other people happy including helping colleagues at work, offering a kind word to a stranger, making people laugh or comforting a friend in distress.

**What are your future aspirations?** I hope to continue working to enrich others' life experiences through the arts and culture. I also would really like to have a family, if that's in the cards. But my pie-in-the-sky goal is to someday own a little inn by the shore. There will be scones and a hammock!

**What role can young leaders play in shaping Hartford's future?** Hartford is a city burgeoning with potential. I think those who hold leadership roles here can start by taking ownership of the place we live and work, and using our connections for the greater good. Living in the west end and working downtown I care about quality of life and accessibility to city resources.

**List four reasons why you deserve to be a 40 Under Forty:** 1) Within two years of being

I know a lot about beer. So much, in fact, that in my spare time I am working on the marketing plan for the Labyrinth Brewing Company — opening in 2017!

hired as the marketing manager at the Wadsworth Atheneum, I was promoted to director of marketing and communications and again to chief communications and marketing officer, making me the youngest member of the senior-management team. 2) I played an integral role in the success of the Wadsworth Atheneum's grand reopening after a five-year renovation, shining the national spotlight on the museum through major press coverage and celebratory events. 3) I was one of three staff members directing the museum through its transition between CEOs. 4) I am a member of the iQuilt board of corporators.

## Time Tested:

**What personal possession in your life has withstood the test of time?** My sense of adventure!

**What hobby did you develop at a young age that you still enjoy today?** Singing

**20 years ago, what did you envision as your future profession?** A museum administrator. No joke.

**Who do you consider your mentor?** My former boss, Laura Baptiste, Public Affairs Officer at the Smithsonian American Art Museum



# 40 Under Forty 2016 Judges



**Duby  
McDowell,  
Class of 1997**

## Now

**Title:** President  
**Company:** McDowell Jewett Communications, Hartford  
**Age:** 56

## Then

**Title:** Co-host of CT '97  
**Company:** WFSB-TV Hartford/  
Channel 3  
**Age:** 37

## What's changed professionally for you, since you won 40 Under Forty?

I would have been surprised at age 37 to hear that my next career would involve owning a business. Journalism and politics were my focus at the time and I was busy trying to balance my reporting work at WFSB with raising children. But at MJC, we serve our clients through our understanding of journalism and politics so this evolution makes perfect sense. So I would tell this year's winners that you could be in store for a "second act" professionally, and may love the new career even more than what you're doing now.

## As a judge, what stood out to you with this year's group of 40 Under Forty winners.

How do these busy people make time for community service? It's really impressive that a large percentage of this year's winners are not only succeeding professionally but also "giving" in a number of ways. I'm excited to meet these men and women and ask what motivates them, and how they manage their time!



**Wilson  
Camelo,  
Class of 2008**

## Now

**Title:** Founder, President  
**Company:** Camelo Communications, Hartford  
**Age:** 45

## Then

**Title:** Agency Principal  
**Company:** Bauza & Associates  
**Age:** 37

## What's changed professionally for you, since you won 40 Under Forty?

Since my recognition as a 40 under Forty recipient, my dream of owning my own marketing communication agency has come to fruition. I have always had the entrepreneurial spirit living inside of me, and all the experiences I've had in my career have prepared me for the success I'm having today. I'm blessed to have had the opportunity to start and grow an agency that is ensuring companies are effectively marketing to the rapidly-changing demographics of our country.

## As a judge, what stood out to you with this year's group of 40 Under Forty winners?

What stood out for me is how more well-rounded the candidates were in terms of not only contributions to their profession, but also to their communities. Candidates were

finding time to give back while progressing in their careers. In addition, there were candidates from many different types of private, public and nonprofit organizations, demonstrating how the Greater Hartford economy is fueled by a wide variety organizations.



**McKinley  
Albert,  
Class of 2014**

## Now

**Title:** Executive Director and Chief Executive Officer  
**Company:** Hartford's Camp Courant, Hartford  
**Age:** 33

## Then

**Title:** Director of Development  
**Company:** Hartford's Camp Courant  
**Age:** 31

## What's changed professionally for you, since you won 40 Under Forty?

Last June, I was promoted to executive director and CEO of Hartford's Camp Courant, the oldest and largest free summer program in the United States. It has been a wild and amazing ride, with a focus on major capital upgrades at our campsite in Farmington. In the past year, I have overseen the construction and installation of a brand new, state-of-the art pool, along with raising the necessary funds to build two new classroom spaces at Camp, buy new educational components for those spaces, and finding the funding for a new handicap accessible bathroom.

## As a judge, what stood out to you with this year's group of 40 Under Forty winners?

What stood out to me more than anything was the breadth of knowledge and talent we have here in the Greater Hartford community. I wish the group was actually "100 under 40" because it was next to impossible to select only 40 winners.

The 2016 40 Under Forty winners are truly remarkable, and I am confident that this community will thrive under their leadership. I hope the next time someone gets down on Hartford or the state of Connecticut, they pick up the July issue of the Hartford Business Journal. There are 40 incredible young professionals doing everything in their power to ensure that our community is the best place to live, work and play.



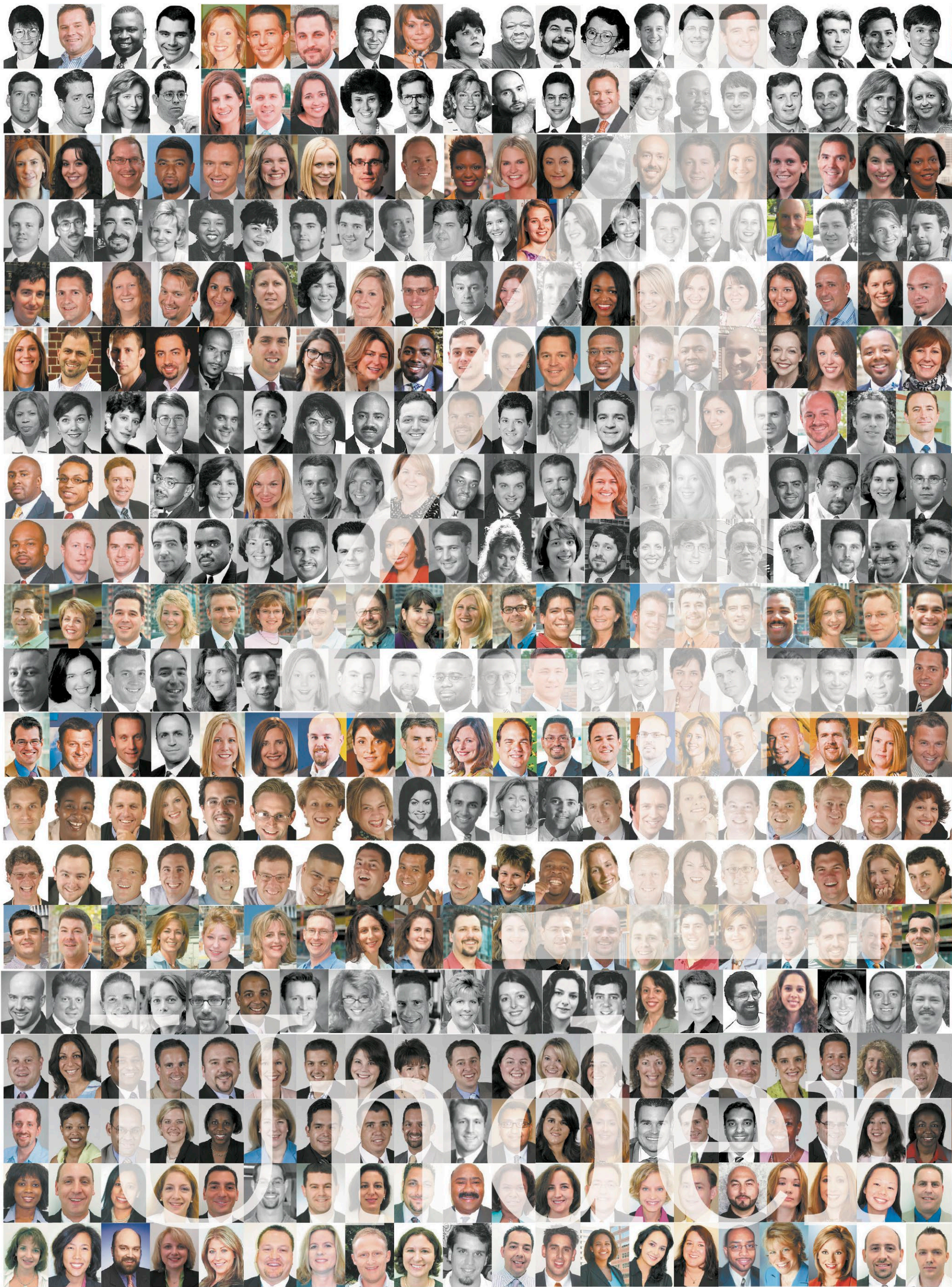
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BRADLEY AIRPORT  
TO LOS ANGELES**

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# 40<sup>under</sup> forty 20<sup>th</sup> ANNIVERSARY

## Hartford's A-Team: Celebrating our 20th annual 40 Under Forty

Now that you've had a chance to meet our 2016 40 Under Forty winners, we want to introduce you to our previous classes. Many of whom you will recognize as we catch up on their accomplishments since winning the award.

Our first 40 Under Forty was a no frills affair.

I remember talking to a colleague about the idea. We would celebrate young professionals under the age of 40 and we'd call it (big surprise) "40 Under Forty."

I got a raised eyebrow.

"Where are you going to find 40 of them," my colleague asked.

Back then, before Google, before Adriaen's Landing and way before "Pokemon Go," Mike Peters was the mayor of Hartford.

Phones, at least ours, in our humble offices at the old Underwood Typewriter factory at 56 Arbor St., had no caller ID, or voicemail. That made life exciting. When your phone rang, you answered it, which also made life exciting. And they rang all the time. I'm still not used to the eerie quiet of the new office environment, where the sound of the digital age is the sound of phones not ringing.

One particular day, I answered the phone to the brusque tone of Mayor Mike's familiar voice.

"Joe, this 40 Under Forty thing you did last issue. That was good. When's the party?" he asked.

I mumbled that we really hadn't planned an event.

"No party? That's nuts! These kids are our future! We're having a party. I'll pay for it," Peters quipped.

And that's how I got invited to a cocktail party thrown by the mayor of Hartford at a bar I can't remember, to celebrate the inaugural group of 40 Under Forty winners — the class of 1997.

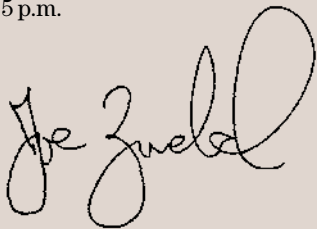
While we'd love it if the city had continued to fund our 40 Under Forty awards, we recognize the contributions of our generous sponsors, who have been crucial in helping us build and acknowledge a community of young leaders. The fact that past winners have also been quick to help us judge new classes and organize our awards speaks to the quality of that community.

Unlike the digital natives that populate our current class, that first class of 40 Under Forty winners grew up watching Mr. T and the A-Team, along with the stories about the Cold War on the evening news. Over the years, many, in fact most of our winners have continued to contribute productively right here in our region, bringing energy, passion and engagement to their work and to the causes they support, as they have actualized their potential as leaders.

Mike Peters would have been proud.

We hope you enjoy catching up with some of our past winners, in the retrospective section that follows.

We also hope you will join us in celebrating them, along with this year's winners, at a special Black Tie and Blue Jeans event at the Connecticut Convention Center on September 14 starting at 5 p.m.



— Joe Zwiebel  
Founding Publisher,  
Hartford Business Journal  
& President, New England Business Media  
Hartford Business Journal  
Worcester Business Journal  
MaineBiz



The first Hartford Business Journal 40 Under Forty special issue debuted on August 11, 1997.

## Where are they now? 1997-2015 Looking Forward>>

Class of	Page#
1997 .....	36
1998 .....	38
1999 .....	40
2000 .....	41
2001 .....	42
2002 .....	44
2003 .....	46
2004 .....	48
2005 .....	50
2006 .....	52
2007 .....	53
2008 .....	54
2009 .....	55
2010 .....	56
2011 .....	57
2012 .....	58
2013 .....	59
2014 .....	60
2015 .....	62

*Editor's Note: The following pages contain photos of previous 40 Under Forty winners and awards events. The photo captions feature names as they were printed at the time of publication.*





Blue Jeans



Rock n' Roll

# HARTFORD BUSINESS JOURNAL 40under forty

HBJ's 40 Under Forty

## Cool things just stand the test of time.

*Celebrating 20 years of young entrepreneurs.*



# HARTFORD BUSINESS JOURNAL 40under forty 20th ANNIVERSARY 1997-2016

JOIN US as we honor the 2016 class of winners  
and celebrate the 40 Under Forty legacy!

**'BLACK TIE & BLUE JEANS' PARTY  
WEDNESDAY, SEPTEMBER 14TH, 2016**

5pm-9pm; CT CONVENTION CENTER | HARTFORD

**TICKETS:** Individual and Table Pricing Available — *see website for details*

 **#HBJ40U40**

For tickets, contact Amy Orsini at [aorsini@HartfordBusiness.com](mailto:aorsini@HartfordBusiness.com) or  
860-236-9998 ext. 134 or go to [HartfordBusiness.com](http://HartfordBusiness.com) and click on "our Events"

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## PROFILE: Dan Papermaster

## Now

Title: Partner

Company: Morgan,  
Lewis & Bockius LLP, Hartford

Age: 52



Papermaster, today

## Then

Title: Partner

Company: Bingham McCutchen LLP

Age: 33 (1997) and 36 (2000)



Papermaster, 1997



Papermaster, 2000

## Papermaster's Hartford roots still firmly planted

By John A. Lahtinen

Special to the Hartford Business Journal

**D**an Papermaster, a partner with Morgan, Lewis & Bockius, is no stranger to the 40 Under Forty awards having twice been named to the annual list — in 1997 and again in 2000.

Papermaster was with Bingham McCutchen until 2014 when the firm merged with Morgan Lewis, an international law practice with 28 offices around the world, including Hartford.

The firm's services cover several major industry sectors such as energy, financial services, life sciences, retail and technology.

Papermaster is one of the heads of the finance area.

"We represent the major life insurance companies, banks and hedge funds in financings around the globe," Papermaster said.

Papermaster was part of the Morgan Lewis team that recently completed a \$650 million financing of the first-ever privatization of student dormitory housing within the University System of Georgia.

Under the deal, Corvias Group's student housing division, Corvias Campus Living, will develop, construct, manage and maintain student housing including 3,683 new beds and 6,195 existing beds totaling more than 3 million square feet across nine of the University System of Georgia's 31 campuses.

Papermaster says a major goal for the firm in the near future is growth.

"We continue to want to grow our finance practice and expand the Hartford office," he said. "In the past year, we have added three attorneys to the Hartford office and we are looking for more."

In addition to being named numerous times to best lawyer lists, Papermaster has also been awarded the Chairman's Award from the Hartford Downtown Council and the Liberty Bell Award for outstanding public service from the Hartford County Bar Association.

He also remains very involved in community activities serving on the board of directors of Camp Laurelwood, a Jewish co-ed overnight summer

camp in Madison; and chairing Hartford's Mark Twain Days Festival.

Very content and satisfied professionally, these days Papermaster is focusing on the bigger picture.

"Our clients are very bright, the deals are extremely interesting and the lawyers within the firm are wonderfully talented so it makes the job very rewarding," Papermaster said. "My goal is to stay healthy and enjoy life."

*'We continue to want to grow our finance practice and expand the Hartford office. In the past year, we have added three attorneys to the Hartford office and we are looking for more.'*

## Remember When...



## 1997 Winner List:

Pam Batalis  
John Bazzano  
Jonathan Bell  
Bryan Birch  
Mei-wa Cheng  
Maureen Connolly  
Mark Del Vecchio  
Michelle Duprey  
Bobbie Emery  
Douglas Evans  
Brendan Fox Jr.  
Kimberly Harrison  
Saundra Kee Borges  
Kevin Kelly  
Christopher Kuselias  
George Mandes  
Joe Mazzarella  
William McCarthy  
Duby McDowell  
Colin McWay

Dan Papermaster  
Pamela Partridge West  
Stephen Perez  
Eddie Perez  
Sonia Plumb  
Rosemary Viola Rainville  
Timothy Reilly  
Patricia Rowland  
Rob Ruggiero  
Jose Salinas  
Steve Shaw  
Lynn Simeone  
Stan Simpson  
Keith Stover  
Matt Straznitskas  
Jack Streich  
Cornelius Thompson  
James Varano  
Steve Walsh  
Lisa Wilson-Foley

## A look back at what made business headlines in 1997:

August 25, 1997

## Service with a Smile

Nordstrom mixes it up at Westfarms

On September 5, Nordstrom will open its doors at Westfarms, the first one in Connecticut and all of New England.

October 27, 1997

## Charted Course

The results of the upcoming mayoral election will most likely mean Hartford stays on track

In the mayoral election, between Michael Peters and Kenneth Mink, the real issue is how to keep a strong relationship between City Hall and local corporations.

October 20, 1997

## Greenspan Speaks

to the University of Connecticut on the future of the U.S. economy

Representing the class of 1997 at a networking event and photo shoot for the 40 Under Forty 10th Anniversary edition are: (from left) Mei-wa Cheng, Maureen Connolly, Brendan Fox Jr., Eddie Perez, Steve Walsh, Saundra Kee Borges, Stephen Perez and Jose Salinas. The event was held in 2006 at the New England Air Museum in Windsor Locks.





Photo: Devin Groody



Photo: Allegra Anderson

In 2016, we celebrate HYPE's tenth anniversary in tandem with two decades of Hartford Business Journal *40 Under Forty* honorees! We would like to thank the HBJ for recognizing individuals who have been critical to our success over the years, including the following volunteer leaders and MetroHartford Alliance staff members:

Mitchell Jackson	2016	Julio Concepcion	2011
Alex Koenigsberg	2015	Michael Carucci	2010
McKinley Albert	2014	Ryan Friedman	2010
Erin Concepcion	2014	Rosemary Aiello	2009
Adam McLaughlin	2014	Julie Daly Meehan	2008
Caitlin Thayer	2013	Scott Davis	2008
Ashley Baron	2012	Kevin Henry	2008
Clif Hirtle	2012	Barbara Glassman Dell	2005
Alisa Sisic	2012		

[www.hypehartford.com](http://www.hypehartford.com)

HYPE is an initiative of the MetroHartford Alliance



## WHERE ARE THEY NOW?

**Tony Cashman**

Current Employer:

Cashman+Katz, Glastonbury

Title: President and CEO

*Was: Principal, Cashman & Katz**Advertising and Public Relations*

Cashman, today



Cashman, 1998

**Jaye Donaldson**

Current Employer:

The Donaldson Group, Simsbury

Title: President and CEO

*Was: President and Co-Owner of  
Donaldson Makoski Inc., Avon*

Donaldson, today



Donaldson, 1998

**Derrick Stokes**

Current Employer:

Philadelphia International Airport

Title: Public Relations Specialist

*Was: Publisher, President and  
Owner, The Observer Publishing Co.  
Inc. (Middletown)*

Stokes, today



Stokes, 1998

**1998 Winner List:**

Johnathan Bell	Susan Misorski
TJ Benoit	Lisa Nkonoki
Mark Briggs	Lillian Ortiz
Dana Bugl	John Paul
Kathy Calling	Anne Percy Sargent
Tony Cashman	Jeff Piazza
Yvonne Davis	Hal Pierce Jr
Jatin DeSai	Greg "Rock" Regan
Jaye Donaldson	Susan Rietano Davey
John Dussault	Ken Savino
Matthew Egan	Erik Semmel
David Eustis	Kerith Shapiro
Sam Fingold	Jessica Stevens
Robert Fiondella Jr	Derrick Stokes
Harry Freeman	Tina Thornton
Elizabeth Georgakopoulos	Karen Tuozzo
David Gerber	Greg Ugalde
Brad Hutensky	Dara Varano
Tyler Jones	James Varano
Sandra Kee Borges	Rusty Warner
Stephen Kenney	A.J Wasserstein
Eric Knight	Christopher White
Robert Maffucci	

## Remember When...



Representing the class of 1998 at a networking event and photo shoot for the 40 Under Forty 10th Anniversary edition are:  
(from left) Robert J. Fiondella, Eric Knight, Robert Maffucci, Eric Semmel, TJ Benoit, Lisa Nkonoki. The event was held in 2006  
at the New England Air Museum in Windsor Locks.

**A look back at what made  
business headlines in 1998:**

June 1, 1998

**Bringing back a gem**

Charlotte, N.C.-based Coltec is planning to invest \$23.5 million to revitalize the former Colt Firearms factory into a Coltsville Heritage Park.

September 14, 1998

**Ready or not — Jan. 1, 2000  
will arrive**

And businesses are scrambling, or preparing, for the switch to the year 2000 (Y2K).

November 9, 1998

**Watch out Insurance Capital  
– Lincoln's plowing in**

Lincoln Financial Group donated \$250,000 to the Bushnell Park Foundation, the largest corporate gift the foundation ever received.



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## WHERE ARE THEY NOW?

**Nadine Francis West**

Current Employer:

Protein Sciences Corp., Meriden

Title: Senior Vice President, Chief Administrative Officer and Corporate Secretary

*Was: Director of Economic and Business Services at the Metro Hartford Chamber of Commerce (now the MetroHartford Alliance)*

West, today



West, 1999

**Michael Kolakowski**

Current Employer:

KBE Building Corp., Farmington

Title: President and CEO, and is now a principal owner of the firm, which he acquired with his two partners in 2007.

*Was: President and Chief Operating Officer, Konover Construction Corp.*

Kolakowski, today



Kolakowski, 1999

**Paul Pita**

Current Employer:

The Pita Group, Rocky Hill

Title: CEO/Executive Creative Director

*Was: Principal and Creative Director, Pita Communications LLC*

Pita, today



Pita, 1999

**1999 Winner List:**

Gregory Alcorn  
Jennifer Alexander  
Victor Antico Jr.  
Ann Baldwin  
Lisa Boyle  
Charles Coursey  
Mary Coursey  
Bill Carew  
Pamela Churchill  
Douglas Cote  
Gary Dinowitz  
Brian Driscoll  
Michael Eck  
Doug Evans  
Phil Fiore  
Brendan Fox Jr.  
Peter Gailey  
Leslie Galbraith  
Russel Hassman  
Tricia Haught  
Dale Jones  
Tyler Jones  
David Kelsey

Hitesh "Max" Kothari  
Michael Kolakowski  
Linda Kowalski  
Jim Meyer  
Eric Mudry  
Richard Mullins Jr.  
Lorrie Norrington  
Kevin O'Connor  
Lillian Ortiz  
Kim Pita  
Paul Pita  
Sherrie Price  
Brian Renstrom  
Steve Rinaldi  
Adam Robucci  
John Sibson  
Jerry Sofocli  
Amy Traversa  
William Warner  
Nancy Waterman  
Nadine Francis West  
Michael Wilson

**A look back at what made  
business headlines in 1999:****Remember When...**

Representing the class of 1999 at a networking event and photo shoot for the 40 Under Forty 10th Anniversary edition are: (from left, back row) Bill Carew, Michael Kolakowski, John Gibson, Michael Eck, Paul Pita, Brendan Fox Jr., Michael Wilson, David Kelsey, Brian Driscoll, Gary Dinowitz, Richard Mullins Jr., (front row) Nancy Waterman, Kim Pita, Pamela Churchill, Linda Kowalski. The event was held in 2006 at the New England Air Museum in Windsor Locks.

February 15, 1999

**Patriots in Hartford:  
stadium deal signed**

A signed development agreement and an offer to buy the steam plant sitting on the proposed Patriots stadium site could turn Gov. John G. Rowland's vow that the team's move to Hartford will happen into a prophecy.

May 17, 1999

**City sells G. Fox building;  
Higher Ed. Center chosen**

The city of Hartford agreed to sell the G. Fox building at 960 Main St., for \$4.25 million to DHC Main, a partnership between Hartford-based The Hutensky Group and Anthony Autorino, CEO of Shared Technologies.

August 23, 1999

**Ex-treasurer probe  
goes to grand jury**

A Hartford federal grand jury will begin an investigation Aug. 31, into whether or not former state Treasurer Paul Silvester committed a felony in the waning weeks of his 17-month tenure.





## Q&amp;A: Eileen Candels

**Now**

Title: Vice President,  
District Manager  
Company: Kelly Services,  
Hartford  
Age: 54



Candels, today

**Then**

Title: Vice President,  
District Manager  
Company: Kelly Services  
Age: 38



Candels, 2000

**What have you done professionally since winning 40 Under Forty?**

I am excited to have continued to grow professionally at Kelly Services, expanding our solutions into educational staffing, engineering, scientific, legal, IT and financial services.

I'm also proud to have supported the success and professional development of a highly talented and tenured team.

I've also been recognized repeatedly within company, marketplace and community for involvement and commitment to developing talent, bridging gaps and making a difference in the lives of others.

**If you had to do anything over again career-wise what would you change?**

I love where I am career-wise, the company I work for, and the people I get to serve every day. They are my inspiration. The one thing I would change is the "work week" — I would prefer a nine-day "week" — work five days, then four days off, then back again!

**Do you have any words of wisdom for this year's class of winners?**

Find your passion, live with purpose, breathe resilience and give positive energy to all you connect with.

**2000 Winner List:**

Kirstin Ahearn  
Amy Barzach  
Mark Bellenger  
Stephen Brown  
Doug Budnick  
Eileen Maria Candels  
Adam Cloud  
Jeff Cole  
Eric Daniels  
Bill Daniels  
Jeffrey Durham  
Robert Flynn  
Rex Fowler  
Brendan Fox Jr.  
Charles Frasier  
Harry Freeman  
Joxel Garcia  
Scott Gelormino  
Roberto Giansiracusa  
Louis Hernandez Jr.

Jack Hughes  
Robert Hughes  
Ian Hughes  
Linda Johnson  
Kenneth Kennedy Jr.  
Gina Linstone  
Robert Maffucci  
John McCormick  
Dennis Minor  
Thomas O'Brien  
Daniel Papermaster  
Carolyn Phillips  
D. Rees Pinney  
Richard Puglielli  
Ruth Schaeffer  
Howard Shafer  
Steve Shaw  
Deidre Tavera  
Barbara Weady Hennessy  
David Wood

**Remember When...**

Representing the class of 2000 at a networking event and photo shoot for the 40 Under Forty 10th Anniversary edition are: (from left, back row) Amy Barzach, Brendan Fox Jr., Stephen Brown, Louis Hernandez Jr., (front row) Mark Bellenger, Harry Freeman, Eric Daniels, Robert Maffucci and David Wood. The event was held in 2006 at the New England Air Museum in Windsor Locks.

**A look back at what made business headlines in 2000:**

March 20, 2000

**The Great Divide**

Aetna to split into two separate companies

Aetna's management begins taking steps to split the insurer into two independent companies—one for global health and the other, global finances.

August 14, 2000

**Big business approves of Lieberman**

Joseph Lieberman is just the ticket when it comes to Connecticut business interests and the federal government, according to some local business leaders.



## PROFILE: Scott Livingston

## Now

Title: President and CEO  
Company: Horst Engineering & Manufacturing Co., East Hartford  
Age: 43



Livingston, today

## Then

Title: Managing Director  
Company: Horst Engineering & Manufacturing Co., East Hartford  
Age: 28



Livingston, 2001

## Livingston grooms next-generation manufacturing workforce

By John A. Lahtinen

Special to the Hartford Business Journal

Perhaps not surprisingly, a lot has happened in Scott Livingston's life — both personally and professionally — since he was named a 40 Under Forty winner 15 years ago.

Livingston, president and CEO of precision manufacturer Horst Engineering in East Hartford, got married, celebrated the births of two children, built a new home, and even found the time to start a blog.

The family-owned and operated Horst Engineering underwent a transition back in 2001 when Livingston took over the company's reins from his father, mother and uncle — all of whom still work there. Today, Horst operates two plant sites in Connecticut and one in Massachusetts.

The company made headlines in 2015, when it announced it was closing its Mexico plant and moving that work to its New England facilities, reshoring its operations from abroad.

"We have grown," Livingston said. "We developed our management teams, increased our organic sales, expanded plants, implemented major systems, made acquisitions, invested in new manufacturing technology and done many other projects. Our family business has tripled in size."

Livingston is heading up the development of leadership and management teams for Horst's various products for the aerospace, military, medical, motorsports, cycling and industrial marketplaces.

"Nothing is more important than developing people," Livingston said. "Strengthening our teamwork will lead to the development of the next-generation manufacturing workforce, which is critical for our business, our industry, and our economy."

Horst is also implementing a new enterprise resource planning system that Livingston says will modernize the company and put all its plants on the same platform.

In 2014, the company began direct marketing its Horst Spikes product line of high-end bicycle components and launched [www.cross-spikes.com](http://www.cross-spikes.com).

Outside of the office, Livingston stays busy. He's completed more than 500 endurance sports races (cycling, running, triathlon) over the past 15 years, including multiple Ironman's and the 2010 Ironman World Championship. He and his kids also support his wife Debbie as she has run more than 75 ultramarathon trail races around the world.

*Strengthening our teamwork will lead to the development of the next-generation manufacturing workforce, which is critical for our business, our industry, and our economy.*

In addition to traveling extensively for work, community service and fun, Livingston and his wife have hiked the Long Trail in Vermont and climbed all of the 4,000-foot mountains in New England. In fact, Livingston is director of both the Connecticut Forest & Park Association and the Appalachian Mountain Club.

At Horst, Livingston is always envisioning ways to better the company and has plans to develop an education program so Horst can develop people with the manufacturing skills necessary to sustain the business for the long term.

"Goal setting is a never ending process for me," he said. "We are constantly trying to improve the operations of our businesses. We would like to expand the physical plant of our Massachusetts operation and create new capacity for growth."



### 2001 Winner List:

Gail Audibert	Dennis Kerrigan Jr.
Joe Barber	Stacey Kivel
Michael Beecher	K. Annette Liseno
C. Timothy Branner, II	Scott Livingston
Lori Budnick	Craig Millard
R. Leon Churchill Jr.	Paul Millard
Alex Corl	Nancy Aborn-Patton
Don Courtemanche	Shannon Perry
Edward Danek Jr.	Alice Pritchard
Sonja "Sonny" Dean	Kristine Ragaglia
Carlos Espinosa	Kenneth Reiss
Christopher Fedina	Jose Reategui
Marjorie Feldman	Grace Simpson
Peter Gailey	Kelly Smith
Curt Gemme	Anastasia Streich
Timothy Gifford	Benjamin Samuel Todd
Deirdre Goodrich	Alicia Townsend Beckie
Matt Guyer	Sue Turner
Todd Habersang	Todd Walles
W. Reggie Hales	David Welch
Louis Hernandez, Jr.	Nadine West
Bill Kenney	Chris White

### On the Cover:



The 2001 cover design featured a Blues theme and was shot on Pratt Street in downtown Hartford.

### Past Party Pics:




The 2001 40 Under Forty class celebrated with a networking event held at Black Eyed Sally's Restaurant in downtown Hartford. Over 300 attended.






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Director, Center for Innovative Philanthropy

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## WHERE ARE THEY NOW?

**Kevin O'Connor**

Current Employer: Point72, Stamford

Title: Managing Director and General Counsel

Was: Partner, Day, Berry &amp; Howard



O'Connor, today



O'Connor, 2002

**Andrew G. Andrews**

Current Employer: Whittlesey &amp; Hadley, Hartford

Title: Managing Partner

Was: Audit and Accounting Partner, CFO/  
Treasurer, Whittlesey & Hadley

Andrews, today



Andrews, 2002

**Louis Hernandez Jr.**

Current Employer: Avid, Burlington Mass.

Title: Chairman, President and CEO

Was: President and CEO,  
Open Solutions Inc.

Hernandez, today



Hernandez, 2002

**2002 Winner List:**

Andrew "Drew" Andrews  
Don Courtemanche  
Craig DeVivo  
Marjorie Feldman  
Matt Fleury  
Nadine Francis West  
Alisa Gaudiosi  
William Gerrish  
John Gillespie  
Anthony J. Gray  
Joel M. Grieco  
Patrick J. Griffin  
Matthew J. Guyer  
Louis Hernandez, Jr.  
Dennis F. Kerrigan, Jr.  
Robert A. Laraia  
Marlon H. Lindsay  
K. Annette Liseno  
Christopher Mader  
Jason Neubauer

Kevin O'Connor  
Eric B. Person  
Alice M. Pritchard  
Jose Reategui  
Kenneth Reiss  
Rita Rivera Ortiz  
Grace Simpson  
Mark Christopher Sinatra  
Kelly Smith  
Anastasia Streich  
Mark Taub  
Paul S. Taub  
Mark R. Torello  
Alecia Townsend Beckie  
Stan Valencias  
David Welch  
Chris White  
Jeff Wilson  
Michael Zaleski  
Ellen Zoppo

**A look back at what made  
business headlines in 2002:**

February 4, 2002

**Enron's tangled web reaches into  
Connecticut's landscape**

The United Illuminating Co. terminated its contract with Enron — which was to provide 100 percent of its power — and signed on with Dominion to provide electricity without affecting its rates.

May 27, 2002

**State investing in tobacco companies**

Despite leading role in class-action smoking suit  
Money in the state's Tobacco and Health Trust Fund, intended to fund tobacco and substance-abuse prevention programs, is being re-invested in cigarette-makers Philip Morris, Lowe's and UST.

July 15, 2002

**Taxes target businesses to  
narrow budget gap**

Provisions in the state budget passed by the General Assembly June 30 will funnel an additional \$80 million annually into the General Fund—at the expense of Connecticut businesses.

**Past Party Pics:**

Winner Nadine Francis West (center) at the 2002 networking celebration with winner Alicia Townsend Beckie (right).

**Remember When...**

Representing the class of 2002 at a networking event and photo session for the 40 Under Forty 10th Anniversary edition are: (from left, back row) Andrew Andrews, Louis Hernandez Jr., Dennis F. Kerrigan Jr., Kenneth Reiss, Robert Laraia, Patrick Griffin, (front row) Matthew Guyer, Paul Taub, Alisa Gaudiosi, Rita Rivera Ortiz, Eric Person. The photo shoot was held in 2006 at the New England Air Museum in Windsor Locks.





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**Vote for the area's top B2B companies!** The Hartford Business Journal wants to know and is asking you to vote on the region's best B2B companies in our first Best of Business competition. We're conducting an Online Reader's Poll where you can vote for companies in over 90 categories!

The winners will be unveiled in the October 31st, 2016 issue of the Hartford Business Journal in print and online and honored at a special networking reception on November 17th, 2016 at the Hartford Yard Goats Club.

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Data Archive Company  
Energy Company  
Engineering Firm  
IT Services Company  
Insurance Agency  
Internet Services Provider  
Logistics Provider  
Mobile Phone Service Provider  
Office Furniture Company  
Printing Company  
Public Relations Firm  
Signage Company  
Telecommunications Provider  
Video Production Company  
Video Services Provider  
Web Design Company

**Legal**

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Law Firm  
Labor & Employment Firm  
Litigation Firm

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Audio/Visual Production Company  
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Caterer for Corporate Event  
Corporate Event Venue  
Country Club  
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Nonprofit Fundraiser  
Private Golf Course  
Public Golf Course  
Promotional Products Company  
Sports & Entertainment Venue

**Education**

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MBA Program

**Personal Perks**

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Hotel  
Jeweler  
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Luxury Auto Dealer  
Mall/Shopping Center  
Men's Business Clothier  
Men's Shoe Store  
Private Flight Service  
Spa/Salon  
Women's Business Clothier  
Women's Shoe Store

**Financial**

Accounting Firm  
Bank for Business  
Business Lender  
Commercial Mortgage Lender  
Commercial Credit Union  
Financial Planning Services  
Private Wealth Management Company

**Food & Beverage**

After Hours Cocktails  
Business Bar  
Happy Hour  
Hotel Dining  
New Restaurant  
Outdoor Dining  
Overall Restaurant  
Power Breakfast  
Power Lunch  
Restaurant for Entertaining  
Clients  
Wine List

**Real Estate**

Commercial Developer  
Commercial Interior Design Firm  
Commercial Landscape Company  
Commercial Real Estate Brokerage  
Electrical Contractor  
General Contractor  
Office Cleaning Company  
Office Remodeler  
Plumber/HVAC Contractor  
Retirement Community  
Roofing Company  
Waste Management

**Healthcare**

Cardiac Practice  
Dermatology Practice  
Dental Practice  
Hospital/Medical Center  
Oncology Practice  
Orthopedic & Sports Medicine  
Physical Therapy Practice  
Practice

**Workforce**

Executive Coaching Firm  
Executive Search Firm  
Employment Staffing Agency  
Employee Benefits Company  
Health Insurance Provider





## WHERE ARE THEY NOW?

**Andrea Barton Reeves**

Employer: Harc Inc., Hartford

Title: President and CEO

*Was: Attorney, Wolf, Horowitz, Etlinger & Case LLP*

Barton Reeves, today



Barton Reeves, 2003

**Debbie Lombardi**

Employer: Barter Business Unlimited, Bristol

Title: President

*Was: President/Founder of Better Business Unlimited*

Lombardi, today



Lombardi, 2003

**Bryn C. Tindall**

Employer: Rebel Interactive Group, Farmington

Title: CEO and Owner

*Was: CEO and Founder of Horizon Marketing Group Inc., Peer360 Inc. and Contact Inc.*

Bryn C. Tindall, today



Bryn C. Tindall, 2003

**Deirdre Tindall**

Employer: reSET

Title: Director of Strategic Partnerships

*Was: General Manager of Hartford FoxForce*

Deirdre Tindall, today



Deirdre Tindall, 2003

**2003 Winner List:**

John Avignone  
Andrea Barton Reeves  
Dean M. Brenner  
Barbara Capenera  
Salvatore Carrabba  
Curtiss B. Clemens Jr.  
Cindy Demma  
Stacey DiPiazzi  
Bob Eckert  
David Evans  
Leila Fecho  
Eileen Hasson  
Joshua A. Hawkes-Ladds  
Dennis House  
Raymond Karrenbauer  
James F. Kask  
Brian F. Keane  
Brian E. Kicklighter  
Debbie Lombardi  
Marc Lubetkin

Alexander Lumelsky  
Marlene Malin Ibsen  
James "Jim" W. Marlor Jr.  
John M. Mik  
Vincent "Bing" Murphy  
Brian J. Newman  
Israel Perez Jr.  
Darrell J. Ponzio  
Luis A. Reategui  
Jon P. Rondeau  
Sue Schamberger  
Mark R. Swagerty  
Bryn C. Tindall  
Deirdre Tindall-Baker  
Jennefer Wason  
Kenneth Steven Weinstock  
Lawrence Wilder  
Lance A. Wilkes  
Mary E. Yokose  
Marcus J. Zendzian

**A look back at what made  
business headlines in 2003:**

February 10, 2003

**State unions play hardball**

Rowland and Ryan sued for monetary damages

The State Employee Bargaining Agent Coalition filed a class-action suit last week, naming Gov. John G. Rowland and his budget chief Marc Ryan individually for violating the union's First Amendment rights and for coercion.

May 12, 2003

**Housing market still smokin'**

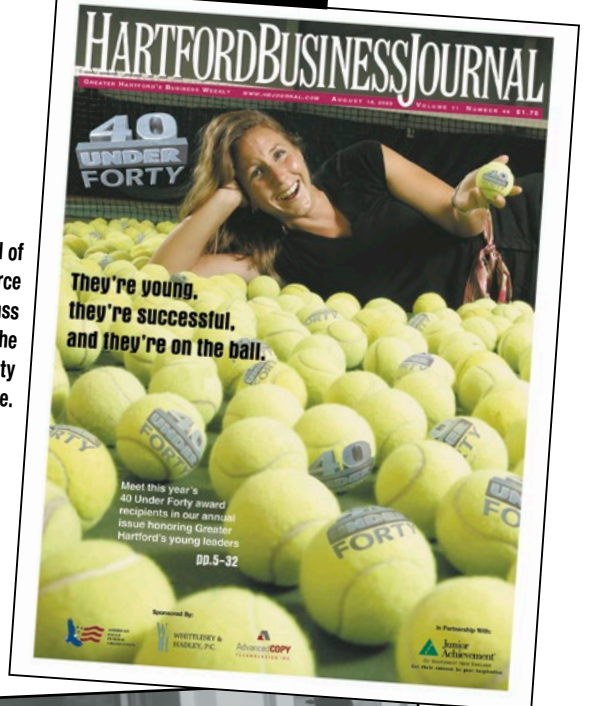
Buying frenzy shows few signs of cooling off

The recession may still be far from over, but that's not dampening the enthusiasm of prospective homebuyers in Greater Hartford.

April 7, 2003

**New terminal opens  
as air travel plummets**

At a time when U.S. airlines face years of restructuring and shrinking flight schedules, Bradley International Airport is set to unveil a cornerstone of its ambitious \$200 million renovation and expansion project.

**On the Cover:**

Deirdre Tindall of  
Hartford FoxForce  
represented her class  
on the cover of the  
2003 40 Under Forty  
special issue.

**Past Party Pics:**

Winner Jon Rondeau (at right) at the 2003 networking celebration with Jamie Welch (left). Welch was named a 40 Under Forty award winner several years later in the class of 2007.



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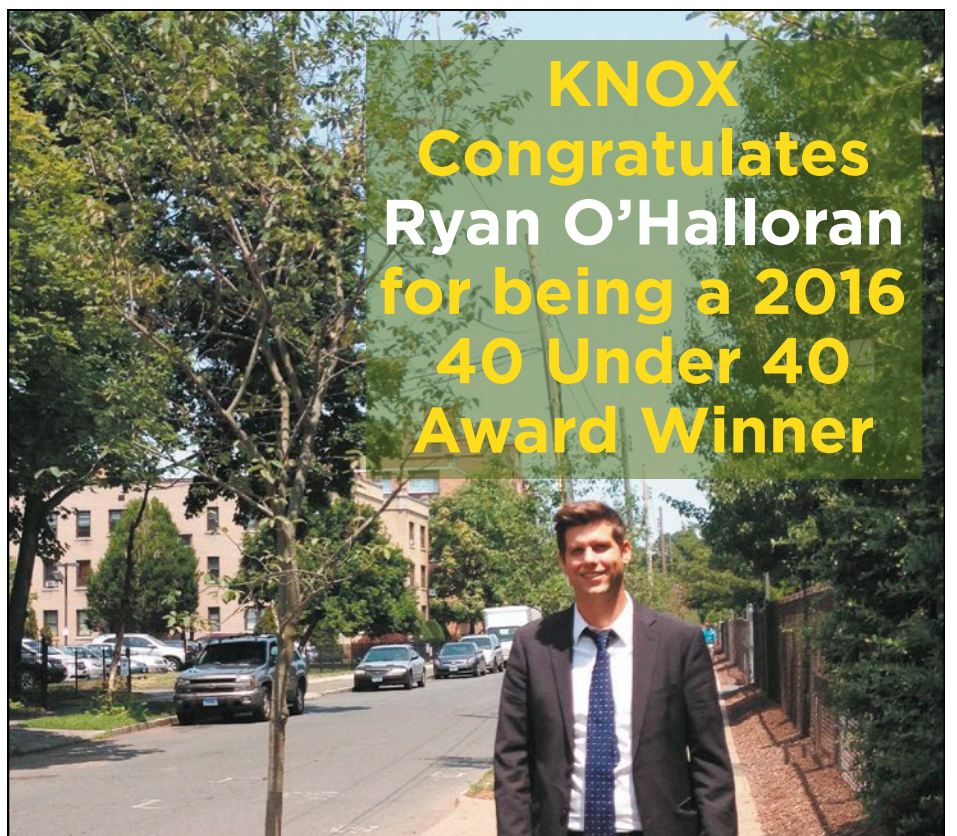
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## Q&amp;A: Robert R. Simpson

**Now**

Title: Partner

Company: Shipman & Goodwin,  
Hartford

Age: 47



Simpson, today

**Then**

Title: Partner

Company: Shipman &amp; Goodwin

Age: 35



Simpson, 2004

**What have you done professionally since winning 40 Under Forty?**

Since 2004, I have been blessed with key professional accomplishments because of the guidance and mentorship of many. In 2005, I became the first African-American and Hispanic equity partner at Shipman & Goodwin in the firm's 90-plus year history. I am now the head of the firm's product liability team, specializing in pharmaceutical and medical device litigation. I have lead national litigation and tried several cases to verdict in this time frame.

In 2013-2014, I was chair of the Corporate Counsel Conference in Austin, Texas, for the National Bar Association's (NBA) Commercial Law Section, which focused on increasing diversity within the legal community. During my tenure, the section was awarded Section of the Year from the NBA. I am currently serving as a division director of 23 substantive committees for the American Bar Association, litigation section.

In 2010, I was a chair of the ABA's Section of Litigation Annual Conference for Trial Lawyers in New York City. I have received the Preeminent AV rating from Martindale-Hubbell in 2010, the highest possible rating in both legal ability and ethical standards. In 2014, I received the NBA's Region II Excellence and Commitment Stalwart Service to the Bar Award. I was also fortunate enough to be inducted into the American Board of Trial Advocates in 2014. I have been listed as one of the Best

Lawyers in America, New England Super Lawyers and Connecticut Super Lawyers.

**What charitable or community events are you involved in?**

I have taken great pride in working with the Pathfinder Youth Groups out of Hartford and South Windsor since 2001. This is a scouts group similar to Boy Scouts, but through the General Conference of Seventh-day Adventists.

I work with over 60 youth and teach them life skills and focus on the discipline of drilling. In 2014, I led a combined team of Pathfinders to the International Drill Competition in Wisconsin, where the Hartford Pathfinders came in second place. This year, a new group of Pathfinders from Hartford came in second place in the Atlantic Union Conference Camporee in Rhode Island.

There is nothing more valuable than investing my time in the future of our city and country.

**2004 Winner List:**

Craig Bauer  
Steven J. Bonafonte  
Lisa Boudreau  
Sheryl A. Burke  
Lelah Campo  
Lisa Davenport  
Alan J. Deckman  
Nicole Elkon  
Courtney Febbroriello  
Allie J. Gamble  
Steffanie Godsill  
Randy S. Herz  
Jonathan P. Holmes  
Mark Lange  
Andrew Lindh  
Susan B. Linker  
Brandon J. Marinelli  
Kevin Marshall  
Bob Maxon  
Mark K. McGovern

Brad Mondschein  
Renee T. Mulvey  
David O'Hearn  
Laurie L. O'Neil  
Anthony T. Pace  
Kristen Phillips  
Donald J. Poland Jr.  
Christopher Prosperi  
Doris A. Reiss  
Lisa F. Reiss  
Brent Robertson  
Kelvin Roldan  
Shelley M. Rubino  
Aaron Rutsky  
Ari Santiago  
Jay M. Sattler  
Robert Reginald Simpson  
Heather Tolley-Bauer  
John C. Weber  
Joseph P. Williams

**Class Photo:**

Winners and sponsors pose for a group shot with HBJ publisher Joe Zwiebel (second from right, first row) and Philip Moeller, former HBJ editor (last on right, first row)

**On the Cover:**

The theme in 2004 was Hartford's downtown development. On the cover, a group of winners pose in front of Coltsville.

**Remember When...**

The 40 Under Forty Class of 2004 celebrated at a breakfast award ceremony held at the former Bond Hotel in downtown Hartford. Pictured are: Mark Lange (left), and Doris A. Reiss.

**A look back at what made business headlines in 2004:**

February 2, 2004

**UConn unveils downtown campus plan**

The University of Connecticut School of Business has unveiled architectural plans for its latest project—a state-of-the-art business education center located at 100 Constitution Plaza.

July 19, 2004

**Blue Back Square project wins unanimous approval**

After more than a year of intensive planning, discussing, revising and tweaking, the Blue Back Square proposal for a \$158.8 million residential, retail, office and entertainment district on the eastern fringe of West Hartford Center was approved by the town council.



# Delivering Business.

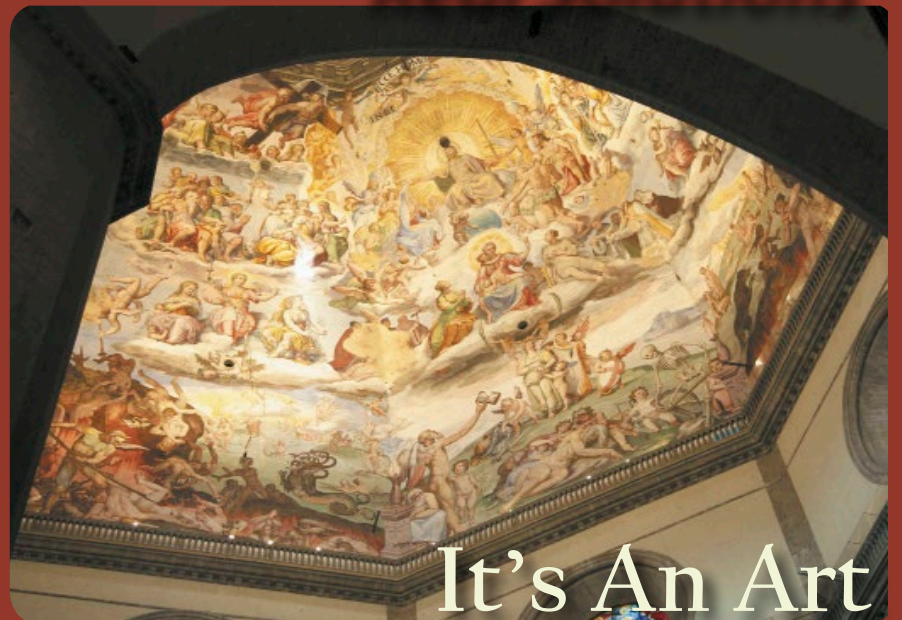
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Our entire College community is immensely proud of Assistant Dean of Students **Aaron Isaacs** for being named one of the 2016 *40 Under 40* honorees. Your work as a role model and inspiration to our students will shape lives far beyond the borders of our campus.

Congratulations, Aaron!



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## Q&amp;A: Srinivas Reddy

**Now**

Title: Head of Full Service Investments  
Company: Prudential Retirement, Hartford  
Age: 40



Reddy, today

**What have you done professionally since winning 40 Under Forty?**

I have been privileged to have had a wide variety of experiences across different functions, businesses, companies and geographic locations. Throughout my career, I've always welcomed challenges and get energized by helping to create innovative solutions in the various roles I've had.

In my current role I am charged with the oversight of the institutional investments platform for Prudential Retirement. I've found that being a part of the transformation of the retirement landscape has been a very rewarding experience to which I hope I've made an impact.

**If you had to do anything over again career-wise what would you change?**

In my career and in life generally, I don't have a lot of regrets. I have had a wonderful journey with experiences that I could not have

**Then**

Title: Director of Product Strategy  
Company: ING  
Age: 29



Reddy, 2005

ever imagined. Perhaps I would have been more deliberate in my career mapping and been bolder in my approach in discovering and securing new opportunities, but then again I am very happy with how the course has played out and look forward to what lies ahead.

**What impact are young professionals having on Prudential?**

I am continually amazed by the diversity of talent that exists within our organization, from freshly minted college graduates to seasoned industry veterans. I think young professionals bring a really useful lens to business situations for a number of reasons including questioning things that others have come to simply accept, representing their consumer segment from a marketplace demand perspective and infusing energy and optimism into the organizational climate.

My advice to young professionals is simply as follows: you know more, can influence more broadly and can add more value than some around you may lead you to believe, or that you believe on your own. Don't settle for less than giving it your all.

**2005 Winner List:**

Pasquale Amodeo  
Audra Antrum  
Nitin Bhargava  
Robert Bishop  
Robert J. Cappellucci  
Susan Christensen  
Shawn Gregory Curtis  
Mary Ann Dostaler  
Robert E. Earley  
Michele Elliott  
Shannon Eterginio  
Ellissa Mary Fallo  
Leila Anne Fecho  
E. Clayton "Chip" Gengras, III  
Michael Giuffrida  
Barbara Glassman Dell  
Viviane Grady  
Michael Guinan  
Lisa Kelly  
Kate Kelly

Rick Kerzner  
Jacques Lamarre  
Lorre Legagneur-Hudson  
David Levenson  
Ingrid L. Moll  
Moy Ogilvie  
Jeanne O'Grady  
Jairo A. Orea  
Stephen Pedneault  
Michael J. Purcaro  
Kevin J. Rasch  
Srinivas D. Reddy  
Ivón Rodríguez  
Elise Rosenstock  
Adam Salina  
Anand K. Sekaran  
Kenneth R. Slater, Jr.  
Vera Smith-Winfrey  
Richard Vitarelli  
Robin Zaleski

**On the Cover:**

In 2005 the winners participated in a photo shoot at the Mark Twain House and Museum in Hartford.

**Class Photo:**

Winners at the 2005 awards event.

**Remember When...**

Winners posed for photos in several rooms of the Mark Twain House.

**Past Party Pics:**

"Mark Twain" attended the awards event as a special guest speaker. Here he is pictured with winner Viviane Grady.



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The CFO is an unrecognized individual that is key to the growth of companies. This issue and program will serve to honor those financial professionals in the greater Hartford region for outstanding performance in their roles as corporate financial stewards.

**Nomination deadline:** 7/6/2016

**Ad closing date:** 8/31/2016

**Issue date:** 9/12/2016

**Event date:**

**September 8, 2016**



Family businesses are an integral part of the social and business fabric of our state. These awards recognize outstanding achievements in family-owned businesses and tell the story of a select group of the region's most successful firms. This event is an excellent networking opportunity and learning experience for business leaders.

**Nomination deadline:** 8/13/2016

**Ad closing date:** 10/5/2016

**Issue date:** 10/17/2016

**Event date:**

**October, 2016**



The Business Gives Back Forum provides important information on ways that businesses of all sizes can become more involved in their communities. This event further fulfills the 'In Person' need to create connections and educate companies to begin or strengthen their social responsibility.

**Ad closing date:** 10/24/2016

**Issue date:** 12/13/2016

**Event date:**

**October 18, 2016**



Through the Lifetime Achievement Awards, we seek to identify individuals whose entrepreneurship and success will teach future generations by example. Further, the Lifetime Awards allow us to bring true pillars of our community together for both networking and the exchange of well earned wisdom.

**Nomination deadline:** 7/22/2016

**Ad closing date:** 9/7/2016

**Issue date:** 9/19/2016

**Event date:**

**November 2, 2016**



Who are the best business-to-business companies in Central Connecticut? The Hartford Business Journal wants to know and is asking readers to vote on the region's best B2B companies in this first annual Best of Business competition.

**Nomination deadline:** 8/31/2016

**Ad closing date:** 10/19/2016

**Issue date:** 10/31/2016

**Event date:**

**November 17, 2016**



The Healthcare Heroes Awards honor those individuals and organizations that epitomize the spirit of the word "hero" whether they are doctors, nurses, physical therapists, employee benefits managers or community outreach leaders.

**Nomination deadline:** 10/6/2016

**Ad closing date:** 11/23/2016

**Issue date:** 12/5/2016

**Event date:**

**December 1, 2016**

For more information about these events, visit [HartfordBusiness.com/HBJEvents](http://HartfordBusiness.com/HBJEvents).

To learn more about what sponsorship includes, contact Christian J. Renstrom, Advertising Director at [crenstrom@HartfordBusiness.com](mailto:crenstrom@HartfordBusiness.com) or 860.236.9998 ext. 126.

## Congratulations

The Morgan Stanley Hartford Branch is pleased to congratulate Financial Advisor, David Jorgensen and the entire class of 2016 winners!

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**Morgan Stanley**

The Hartford Business Journal's "40 Under 40" award is based upon a recipient's application and not upon any qualitative and quantitative criteria relating specifically to one's position as a Financial Advisor. As such the award is not representative of any client's experience nor is it indicative of the Financial Advisor's future performance. Neither Morgan Stanley Smith Barney nor any of their Financial Advisors paid a fee to the Hartford Business Journal in exchange for the rating.

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First Kevin's Kourts opening, Boys & Girls Club of Hartford, June 6, 2016



## Help Kevin Ollie Give Every Child A Shot.

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The Kevin Ollie Charity Classic supports sports for people with disabilities and the building of Kevin's

Kourts inclusive basketball courts. [KevinOllieGolf.org](http://KevinOllieGolf.org)



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HARTFORD BUSINESS JOURNAL

Supporting Sports For  
People With Disabilities





## WHERE ARE THEY NOW?

**Thea Montanez**

Current Employer: Office of Hartford Mayor Luke Bronin, Hartford

Title: Chief of Staff

Was: *Director of Operations, Connecticut Convention Center*



Montanez, today



Montanez, 2006

**Thomas Buckingham**

Current Employer: The Phoenix Cos., Hartford

Title: Chief Operating Officer

Was: *Vice President and Chief of Staff, Phoenix Cos.*



Buckingham, today



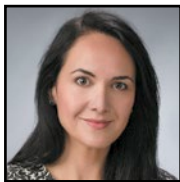
Buckingham, 2006

**Wendy Estela Scaringe**

Current Employer: Gemma Power Systems LLC, Glastonbury

Title: Counsel and Manager of Contracts

Was: *Partner and Senior Compliance Contract Administrator, Northeast Utilities*



Scaringe, today



Scaringe, 2006

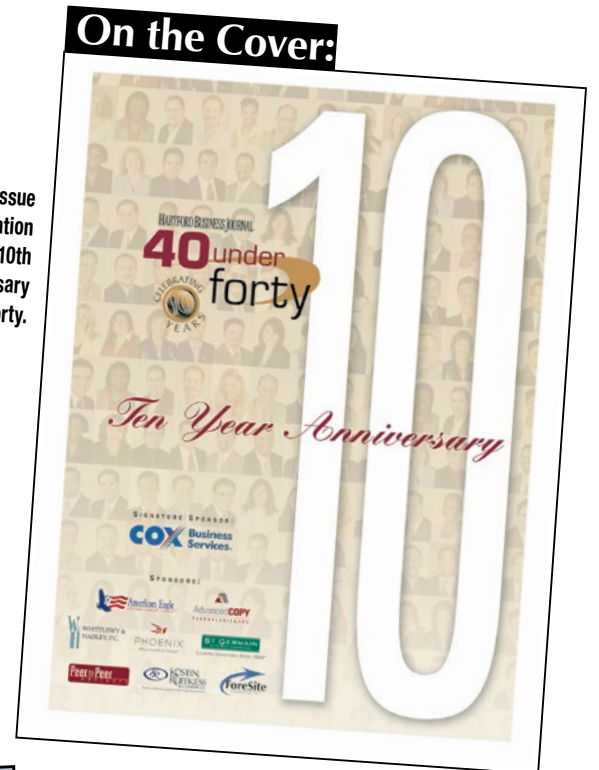
**2006 Winner List:**

Ann-Marie Adams  
Scott E. Ashton  
Saraswati (Sara) Avatapalli  
Laura A. Bellotti  
Gennaro Bizzarro  
Charlsa (Sandy) Broadus  
Thomas Buckingham  
Claire Burns  
Donald F. Cariati Jr.  
Christopher R. Cloud  
Regina V. Coleman  
Elizabeth A. DeBassio  
David Desplaces  
Jennifer Destafani  
Brett Duncan  
Mick Estabrook  
Kinga Evans  
Maria Farriacielli  
Sarah J. Floroski  
William Gerber

Lisa Goepfert  
Lee D. Hoffman  
Christina Kim Granger  
Rebekah A. MacFarlane  
William J. Malitsky  
Jackie Gorsky Mandyck  
Jared Markham  
Laura McGann  
Thea Montanez  
Russell J. Nelson  
Guy Neuman  
Tisa Rabun  
Wendy Estela Scaringe  
Jacqueline Pennino Scheib  
Brandon L. Sims  
Stephanie Stone  
Kara Sundlun  
John Toscano  
Wayne Vaughan  
Kelly Walters Kennedy

**Class Photo:**

The special issue was a celebration of the 10th Anniversary of 40 Under Forty.

**On the Cover:****Remember When...**

The photo shoot for the 2006 special edition was located on the top deck of the newly constructed Hartford 21 apartment building in Hartford. Featuring 36 floors, it is one of the tallest buildings in the state.





## WHERE ARE THEY NOW?

## Adam Jeamel

Current Employer: United Bank, Glastonbury  
 Title: Eastern Connecticut Regional President and Head of Corporate Communications  
*Was: Director of Public Affairs for Governor M. Jodi Rell.*



Jeamel, today



Jeamel, 2007

## Denis Horrigan

Current Employer: Connecticut Wealth Management LLC, Farmington  
 Title: Partner  
*Was: Vice President of Client Services, St. Germain Investment Management*



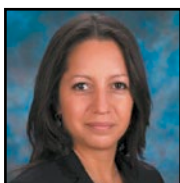
Horrigan, today



Horrigan 2007

## Raquel Rivera

Current Employer: Aetna, Hartford  
 Title: Vice President,  
 Achieving Business Excellence  
*Was: General Manager of Product & Process Integrity, Pratt & Whitney*



Rivera, today



Rivera, 2007

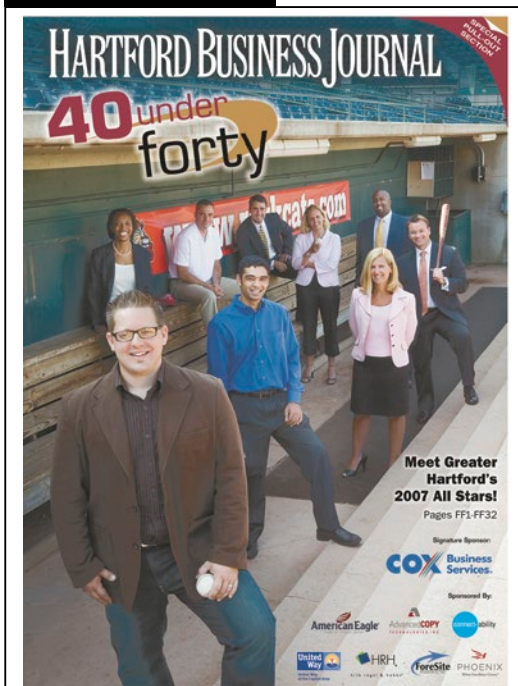


## 2007 Winner List:

Pamela Krist Atwood  
 Dan Brown  
 Andrew N. Buchanan  
 Charles Cahn III  
 Eric Cavoli  
 Tim D'Addabbo  
 Proloy K. Das  
 Angelo D. DiMatteo  
 Jerry Farrell Jr.  
 Kristen Beth Ferris  
 Jeff Fiondella  
 Timothy R. Goodwin  
 Moraima Gutierrez  
 Heather A. Halotek  
 Denis M. Horrigan  
 Robert L. Howard Jr.  
 Adam J. Jeamel  
 Abigail Jewett  
 Ralph W. Johnson III  
 Maria Keiser

Keith Laramee  
 Michael Lauretano  
 Shawn McMahon  
 Paulo Mozzicato  
 Scott C. Nardozzi  
 Jennifer L. Paquette  
 Kristoffer Popovitch  
 Jeffrey Reynolds  
 Raquel Rivera  
 Vanessa D. Roberts  
 Jeffrey W. Rossi  
 Mary Ellen Scott  
 Stephen T. Sonnone  
 Gregory P. Varga  
 Wendy Kennedy Venoit  
 Jamie Welch  
 John Willi  
 Peter Wilson Jr.  
 Shawn T. Wooden  
 Thomas D. York

## On the Cover:



The theme of the 2007 40 Under Forty special edition was baseball. The winners' photo shoot was held at the New Britain baseball stadium.

## Past Party Pics:



Winner Paulo Mozzicato (center) with family members at the 2007 awards event.



Winner Adam Jeamel signs the '40 Under Forty Wall of Fame.'



Winner Proloy Das (left) with family members.

## Remember When:



Winners pose in front of the baseball diamond at the New Britain baseball stadium.



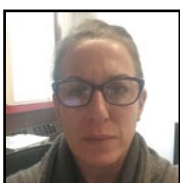
## Q&amp;A: Karen Senich

**Now**

Title: Executive Director

Company: Boys &amp; Girls Club of Greater Waterbury at Boys &amp; Girls Clubs of America, Waterbury

Age: 47



Senich, today

**What have you done professionally since winning 40 Under Forty?**

Since winning 40 Under Forty, I continued at the Connecticut Commission on Culture & Tourism until 2011. I served as a legal consultant to the city of Waterbury (within the Office of the Corporation Counsel) and now am the executive director of the Boys & Girls Club of Greater Waterbury.

**What words of wisdom do you have for this year's 40 Under Forty class?**

Market yourself as a 40 Under Forty winner — use it to network and to sell yourself. It is a relatively exclusive “club” and people are aware that it is an accomplishment.

**Then**

Title: Executive Director

Company: Connecticut Commission on Culture and Tourism

Age: 39



Senich, 2008

**You've transitioned from the government to nonprofit sector. What are biggest differences/similarities in both jobs?**

Running a nonprofit is often viewed as somehow very different than the for-profit world. However, both have to be run as a business, focusing on governance, revenue, product, customer service, etc. In government, your concerns are the same — you are serving the citizens of, in my case, the state — as opposed to serving children and the community as I do now. In government, revenue concerns are different.

Other than that, in both entities (nonprofit and government), you are still a leader. The day-to-day management is very similar. For me, the staff at the former Connecticut Commission on Culture & Tourism was very dedicated and passionate about our work, especially within the individual disciplines (arts, historic preservation, film, tourism). The staff in nonprofit organizations tend to also be passionate and dedicated.

## Class Photo:



## Past Party Pics:



Brother and sister team Klarn DePalma and Stacy Rosenthal (center) celebrate their win with family and friends.



Winner Julie Daly (center) networks with guests.

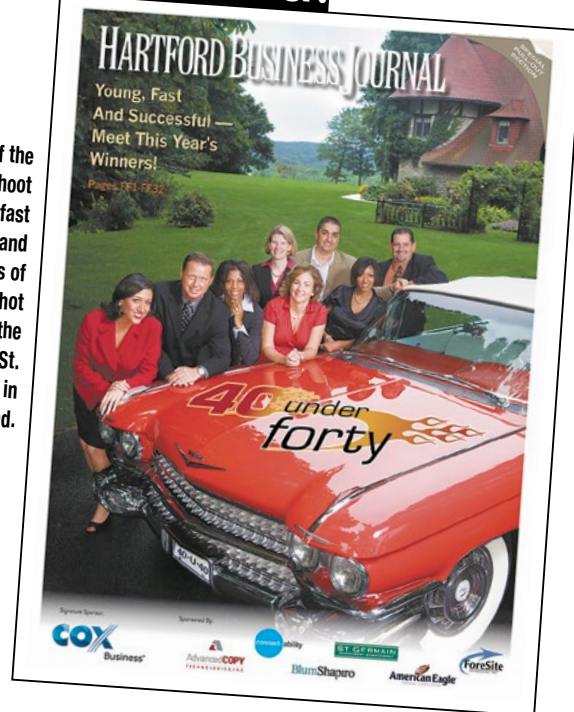
**2008 Winner List:**

Elizabeth A. Alquist  
Brett Amendola  
Peter Asadourian  
Christine Bilotti-Peterson  
John D. Blair  
Sara C. Bronin  
Mark Callahan  
Wilson Camelo  
Tara Costanzo  
Julie Daly  
Scott K. Davis  
Klarn DePalma  
Andrea Doane  
Jeffrey A. Flaks  
Joseph France  
Kelley Galica Peck  
Cherie Griffith-Dunn  
Kevin Henry  
Timothy N. Horgan  
Joshua Howarth

Jason Jakubowski  
Jennifer Levack DiBella  
David Mack  
Nancy Maitlan Woodward  
Brian Medbury  
Yvonne Nava  
David Mitchell  
Beth Miller  
Ilia O'Hearn  
Ernst Renner  
John V. Ramaglia Jr.  
Stacy Rosenthal  
Arthur Roti  
Tara N. Spain  
Karen Senich  
Sharelle Thornton-Sims  
Betsy Udall  
Betty Waypa  
Lindsey Weber  
Keith J. Wolff

**On the Cover:**

The theme of the 2008 photo shoot was 'Young, fast and successful' and featured photos of the winners with hot rods — taken on the grounds of St. Clements Castle in Portland.



Winner Jennifer Levack DiBella (left) chats with winner Tara Costanzo and her husband Tony Costanzo. Tony was named a winner several years later in 2011.





## PROFILE: Samuel S. Gray, Jr.

## Now

Title: President and CEO  
Company: Boys & Girls Clubs  
of Hartford Inc., Hartford  
Age: 45



Gray, today

## Then

Title: President and CEO  
Company: Boys & Girls Clubs  
of Hartford Inc.  
Age: 39



Gray, 2009

## Gray drives region's young people to a better future

By John A. Lahtinen

Special to the Hartford Business Journal

Thirty-seven years ago, then 8-year-old Sam Gray Jr., walked through the doors of a Boys Club in Richmond, Va. Little could he have known back then that he would one day become the president and CEO of the Boys & Girls Clubs of Hartford.

"I had no idea the journey I would embark on as a young person to adult," Gray said. "It has been filled with some of the best experiences professionally and personally. It was my safe haven and my second home. I am fortunate to recognize that what I am doing as a professional is my assignment in life. I love what I do each and every day and I'm thankful to work on behalf of our young people in the Greater Hartford community."

In 2015, Gray says, the Boys & Girls Clubs of Hartford saw growth in both the number of youth served annually (7,000) and the average number of youth served daily (900) in the Greater Hartford community.

"Our vision is to ensure that every young person who attends a Boys & Girls Club graduates from high school with a plan for the future," Gray said. "Whether it be continuing his/her educational pursuits by attending a college or university, attending a technical school or joining our country's armed forces, every young person will have a plan."

One of the projects the Boys & Girls Clubs are currently working on is STEM (science, technology, engineering and mathematics) programming. The STEM Mentoring program, Gray explains, provides at-risk and high-risk youth ages 6-9 with academic enrichment programs and access to safe and friendly real-life role models and mentors.

"Engaging in structured STEM activities can be used to build strong relationships between mentees and mentors," Gray said. "We are also pleased to know that STEM Mentoring employs a tested, thematic, project-based approach that incorporates a wide variety of multimedia resources and the latest pedagogy in STEM education, all aligned with the Next Generation Science Standards."

A new partnership with the Bloomfield Public Schools has provided extended school day services for students in grades two through four. The partnership, Gray says, will focus on STEM programming for all students in the 2016-2017 school years.

Recently, Gray was named as one of just 50 Boys and Girls Club leaders to be selected to participate

*Our vision is to ensure that every young person who attends a Boys & Girls Club graduates from high school with a plan for the future.*

in a new year-long leadership development program with a collaborative educational experience designed by Harvard Business School Executive Education and Boys & Girls Clubs of America

In addition to serving as an advisory member to the president of Boys & Girls Clubs of America's Advisory Committee and chairperson of the Boys & Girls Clubs of America's Northeast Region Training and Professional Development Advisory Committee, Gray has also received Leadership Greater Hartford's Polaris Award and Kappa Alpha Psi Fraternity's Kappa Achievement Award.

"I am living my dream," Gray said. "I believe I have the best job in the world. I have the ability to guide young people towards a great future that will impact our communities in a positive way."

### 2009 Winner List:

Lesley Abate  
Rosemary Aiello  
Scott Aronson  
Shalu Arora  
John Bailey  
Melissa Bengtson  
Matthew Broderick  
Dana Bucin  
Gary Carra  
Amit Chowdhury  
Nicholas Cianci  
William Cortese  
Samir Doshi  
Nora Duncan  
Zillah Fluker  
Jeff A. Freyer  
Samuel Gray, Jr.  
Kevin Greene  
David Greer  
Nathan Grube

Mathew Jasinski  
Steve Jewett  
Gabriel Jiran  
Matthew Kirk  
Kathleen LaManna  
Annete Larabee  
John Larkin  
Deborah Laviero  
Kevin Leahy  
Jessica Lyon  
Frank Milano  
Fernando Muniz  
Michael Nappi, Jr.  
Jeremy Race  
Cathryn Reynolds  
Felix Rodriguez  
James Sanders  
Doug Sudell  
Robyn Swanson  
David Wilkie

### Class Photo:



### Past Party Pics:



Winner Amit Chowdhury wears his music-themed sunglasses on his way to the stage to accept his award.



Winner Mathew Jasinski poses in front of the official "40 Under Forty Wall."

### On the Cover:



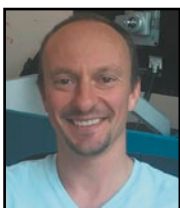
The photo shoot for the 2009 special edition was held at the Connecticut Science Center in Hartford.



## PROFILE: Victor Mushkatin

## Now

Title: Group Program Manager  
Company: Microsoft,  
Redmond, Wash.  
Age: 42



Mushkatin, today

## Then

Title: CTO  
Company: AVIcode, Hartford  
Age: 36



Mushkatin, 2010

## Tech guru Mushkatin continues innovating

By John A. Lahtinen

Special to the Hartford Business Journal

**Y**ou could say that 2010 was a pretty big year for Victor Mushkatin.

After being named a 40 Under Forty winner, the application performance monitoring software company Mushkatin founded in 2004 — AVIcode — was acquired by tech giant Microsoft to complement its cloud-monitoring offering.

AVIcode's software, AVIcode Intercept Studio, is now fully incorporated into Microsoft's enterprise management software, System Center Operations Manager, which enables administrators to monitor operations, services, applications and devices all from a single console.

"That software is the key component of the application performance monitoring solution Microsoft offers for its customers," Mushkatin said.

Mushkatin, developer of one of the first secure bank-client applications in Russia back in 1996, has also authored several patents in critical application exception detection, diagnostic and performance management algorithms.

These days, Mushkatin is based at Microsoft's headquarters in Redmond, Wash., and is involved in defining the service monitoring and diagnostics strategy for the company as a group program manager.

"Expanding on the technology we had in AVIcode, now I'm responsible for delivering a cloud service called Application Insight," he said. "I want to deliver a service that is disruptive and innovative. I want every developer to recommend Application Insights to at least two of their friends."

Mushkatin said he is passionate about the work he does.

Whereas in the past, Mushkatin says, Microsoft's

*Mushkatin, developer of one of the first secure bank-client applications in Russia back in 1996, has also authored several patents.*

goal was having a PC in every home, now the company is looking to pave the way for every developer to be unconstrained with storage and compute limitations.

"We're making it super simple to engage developers and operations in a constructive dialogue about services being supported," Mushkatin said. "We're breaking the organizational silos making data-driven decision process a reality."

Even with his busy schedule, Mushkatin finds time to explore new challenges outside of the office, including learning to sail a couple of years ago with the goal of participating in the Vic-Maui Yacht International Yacht Race in 2018.

Contested every two years, the Vic-Maui starts in June or July off Victoria, British Columbia and finishes near Lahaina, Maui — a distance of nearly 2,400 nautical miles. The race is the longest offshore sailing race off the west coast of North America.

"There is a lot more to learn and lot to prepare," he said. "I'm excited to make this happen."



## 2010 Winner List:

Christa Allen  
Emma Asante  
Philip Barnett  
Troy Bataille  
Daniel R. Canavan  
Johnny Carrier  
Michael Carucci  
Suzi Craig  
Danielle M. Cyr  
Alissa K. DeJonge  
Brian Ferney  
Alicia Flynn  
Ryan J. Friedman  
Jason T. Gutcheon  
Jennifer L. Healy  
Edward J. Heath  
Brian P. Henry  
Jason Hoagland  
Maria A. Loitz  
Sara M. Lombard

Dana Neves  
Scott A. Margolis  
Jim Martin  
Jeffrey Moyer  
Victor Mushkatin  
Dan O'Brien  
Rene Alejandro Ortega  
Michele Palma  
Lisa Petachi  
Anatoliy Ravin  
Jeff Roux  
Kevin W. Santini  
Daniel A. Schwartz  
Amanda May Sirica  
David Skoczulek  
Tiffany Stevens  
Benjamin Sweet  
Al Tebbetts  
Kimalee Williams

## On the Cover:

The photo shoot for the 2010 special edition was held at Riverfront Recapture's Boathouse in Hartford.



## Class Photo:



## Past Party Pics:



Winners at the networking reception: (left to right) Johnny Carrier, J.F.C. Endeavors, division of by Carrier; Troy Bataille, Halloran & Sage LLP; Kevin Santini, Santini Homes Inc.



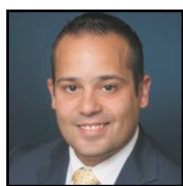
## Q&amp;A: Julio Concepcion

**Now**

Title: Vice President, Hartford Partnerships; Majority Leader

Company: MetroHartford Alliance; Hartford City Council

Age: 33



Concepcion, today

**Then**

Title: Vice President, Hartford Partnerships

Company: MetroHartford Alliance, Hartford

Age: 28



Concepcion, 2011

### What have you done professionally since winning 40 Under Forty?

Since winning the 40 Under Forty award in 2011 I've continued to grow personally and professionally at the MetroHartford Alliance, the Hartford region's chamber of commerce. Over the last two years I've spearheaded an effort to revamp the Capital City's chamber to better advocate for small and privately held businesses throughout all our city neighborhoods. Through involvements in efforts like iQuilt, Upper Albany Main Street and the "Hartford Has It" campaign, I've helped develop and support many of the great things happening in our Capital City. In Nov. 2015, I was elected to serve on Hartford's city council. Whether I'm at the Alliance or city hall, waking up every morning knowing my job is to help improve and promote Hartford is a humbling yet satisfying feeling. Fully understanding how important the next few years are to the progression of the city of Hartford, it's a responsibility that I take very seriously.

### If you had to do anything over again career-wise what would you change?

Looking back over my career, I'm extremely grateful for the opportunities that I've had so it's difficult to feel any remorse over decisions I have

made. However, one small regret I do have is not having enough courage to work in a big city at the start of my career. The skills and life experiences you can amass from working in cities like New York, Boston, Chicago and San Francisco are hard to replicate anywhere else. While Hartford will always be my home, spending some time in larger communities can help initiate broader ideas and policies that one can then initiate in smaller cities.

### How do you expect the city of Hartford to evolve over the next five years?

The city has blossomed so much over the past five years, and I expect that trend to continue over the next five. With the continued influx of residential units, the development of Downtown North and the UConn campus opening in 2017, downtown Hartford is primed to evolve into the true dynamic urban core of the region. With that being said, the future of the city lies in the progress and success of its neighborhoods. Hartford must leverage its investments in downtown to spur homeownership and economic development in its other 16 neighborhoods. Marketing homeownership in Blue Hills and the South End, creating economic opportunities in Frog Hollow and Upper Albany, incubating entrepreneurs in Parkville and the North End — this is how Hartford should evolve over the next five years, and with the right community and business leaders in place, there's no question it will.

## A look back at what made business headlines in 2011:

OCTOBER 31, 2011

### CT resumes digging out from 'Alfred'

One day after the worst October snowstorm in New England history, Connecticut businesses are scrambling to help customers — many of whom remain without power — return to normalcy while assessing their own damages.

NOVEMBER 15, 2011

### Baldwin wants \$105M Hfd. XL Center makeover

Hockey promoter Howard Baldwin unveiled a sweeping \$105 million plan to modernize and revitalize downtown Hartford's XL Center, with the goal of returning an NHL hockey team to the city.

SEPTEMBER 29, 2011

### Major research lab to be built at UConn Health Center

State officials and executives from The Jackson Laboratory announced that the Maine-based independent research nonprofit has agreed to build a new \$1.1 billion lab at the University of Connecticut Health Center in Farmington.



## 2011 Winner List:

Beka Apostolidis  
Alexander R. Baños  
Jason P. Bittner  
Jay Boothroyd  
Corey J. Brinson  
Neil Caron  
Christie M. Carpino  
Jessica Carso  
Julio A. Concepcion  
Grant Copeland  
Tony Costanzo  
Paula Cruz Cedillo  
Todd E. Cusano  
Richard Deenihan  
Heidi C. DeLisle  
Enzo Faienza  
Andrea Ferrucci  
Aimee Furness  
Jason Giulietti  
Tara Griggs

Daniel Kennedy III  
Chad Landmon  
Ingrid C. Lindberg  
Justin B. Lundbye  
Melissa J. Marcucci  
Andra B. Mazur  
Rebecca Mead  
Julia Miller  
Jason D. Newman  
Isabella K. O'Brien  
Jodi Palerma  
Melissa R. Pasquale  
Cherron M. Payne  
Amy Perrault  
Jennifer Sager  
Rebecca Scorso  
Shawn Skehan  
Karen T. Staib  
Kate Terricciano Sirignano  
Chad Williams

### Class Photo:



### Remember When:



Corey Brinson shows his enthusiasm as a 40 Under Forty winner at the 2011 awards event.



## Q&amp;A: Mike Silvestrini

**Now**

Title: Co-founder,  
President and CEO  
Company: Greenskies  
Renewable Energy, Middletown  
Age: 36



Silvestrini, today

### What have you accomplished professionally since being chosen as a 40 Under Forty?

Greenskies has grown and flourished over the past four years, rising to a point where it was the nation's third-largest installer of commercial and industrial solar energy systems during the fourth quarter of 2015, according to the U.S. PV (photovoltaic) Leaderboard, published by Greentech Media.

In March, solar systems designed and built by Greenskies reached a significant generation milestone by producing an aggregate total of 100 million kilowatt hours of electricity, enough clean-energy production to offset about 156 million pounds of carbon-dioxide emissions. Four years ago, the company's network of solar systems produced a combined total of less than 5 million kWh of energy.

Over those same four years, we have expanded from a company with three or four employees to one that has an 80-person workforce in nearly a dozen states.

**Then**

Title: Co-founder and President  
Company: Greenskies Renewable  
Energy  
Age: 32



Silvestrini, 2012

### Any words of wisdom to offer this year's 40 Under Forty class?

Sure. Keep your eyes and ears open. Don't let minor, temporary issues and problems distract you. Keep your focus on the next goal, the next objective, the next rung on the ladder. And, most important of all, never lose sight of your dreams. Never let them go, no matter how difficult the road that lies ahead may seem.

### How do you expect your industry to change in the future?

I see no limits, no anchors, on the solar industry's growth potential over the coming years, particularly as the technology matures, driving prices lower and lower. The industry will continue to grow, not only domestically, but on a global scale, as the environmental need to replace fossil fuels with a cleaner and more efficient source of energy becomes more apparent and widely accepted.

## Class Photo:



The 2012 40 Under Forty class poses for their group picture at the event.

## Past Party Pics:



Award recipient Veronica Montalvo (left) from Post University and co-worker Jeanna Sinn.



Zack Morin from Optimal Solutions poses with his wife and award recipient, Sarah Maggi Morin, from Buffalo Wild Wings.

**2012 Winner List:**

Christopher J. Allen  
Joseph "Jay" Arcata III  
Kristina R. Battle  
Tyler V.R. Booth  
Jessica Brahaney Cain  
TJ Clynych  
Jenny Comerford  
Laura Brubaker Crisco  
Gianni DiDomenico  
Ryan Donohue  
Alisa Dzananovic  
Carrianna K. Field  
Alison Gilcreast  
Carl Harding  
Devin J. Hawthorne  
Clif Hirtle  
Keith Knowles  
Mark Lassoff  
David Lawton  
Lisa Banatoski Mehta

Veronica Montalvo  
Rory Moorer  
Matthew Collin Morgan  
Sarah Maggi Morin  
Bill Moschella  
Scott Newland  
Matthew Pugliese  
Michael Rell  
Kim Reynolds  
Daryl Richard  
Ashley Baron Russo  
Erick M. Sandler  
Michael Silvestrini  
Raymond Smithberger  
Rebecca Stewart  
Jessica Tagliarini  
Chad Turner  
Carmen Veal  
Michael Vigeant  
Mark Watson

### A look back at what made business headlines in 2012:

NOVEMBER 5, 2012

#### CT businesses worked for normalcy during Sandy

As Hurricane Sandy ravaged Connecticut for three days at the end of October, Connecticut's businesses worked to keep operations as normal as possible for employees and customers.

NOVEMBER 8, 2012

#### UConn confirms move to downtown Hartford

The University of Connecticut confirmed that it will be moving its West Hartford campus to downtown Hartford, providing a major boost for the Capital City as it pushes for more colleges to come in or near the center city.

JULY 23, 2012

#### Back9 deal an eagle for Hartford

Hartford startup Back9Network, whose backers include Hollywood star and director Clint Eastwood and NBA pro Ray Allen, is finalizing a deal to open a \$7 million TV network studio in Constitution Plaza in downtown Hartford.





## PROFILE: Jen Rizzotti

## Now

Title: Head Women's Basketball Coach  
School: George Washington University,  
Washington, D.C.  
Age: 42



Rizzotti, today

## Then

Title: Head Women's  
Basketball Coach  
School: University of Hartford  
Age: 39



Rizzotti, 2013

## Rizzotti looks to take coaching credentials to new heights

By John A. Lahtinen

Special to the Hartford Business Journal

Things have certainly been busy over the past few months for longtime University of Hartford women's basketball head coach Jen Rizzotti.

In April, the former UConn legend and 17-year leader of the Hawks accepted the head coaching job at George Washington University in Washington, D.C.

Rizzotti amassed more than 300 wins during her tenure at UHart turning the program into a perennial America East Conference power. The Hawks also made six trips to the NCAA Tournament during that time.

Following the 2009-10 season, she was named a finalist for the Kay Yow National Coach of the Year award after leading the Hawks to a 16-0 conference mark, a school-record 20-game winning streak, and a national ranking — the first in the program's history.

Already a member of the Women's Basketball Hall of Fame, in June Rizzotti was inducted into the 2016 CoSIDA Academic All-America Hall of Fame.

Now she is focused on moving her family to Washington and preparing for the challenge ahead of trying to take George Washington to new levels of success.

Rizzotti's husband, Bill Sullivan, an assistant coach for the Hawks will also join the staff at George Washington. The couple has two sons, Holden and Conor.

"Moving my job and my life after 17 years in one place is a big undertaking," Rizzotti said. "I want to make sure that the quality of life I can have in the D.C. area is good for my family. We also want to live close enough to D.C. so we can take advantage of all that the city has to offer and give our kids great educational experiences outside of school."

Professionally, Rizzotti says, she already started

*'Moving my job and my life after 17 years in one place is a big undertaking.'*

recruiting future players and getting to know the current Colonials roster so the team can hit the ground running for the upcoming 2016-17 season.

"GW is a much different recruiting platform from Hartford," Rizzotti said, "so I need to learn all I can about the University, it's setting and it's culture so I can find high-level athletes who are also looking for a great academic opportunity."

Her tremendous success in Connecticut both as a player and a coach begs the question, why the change?

"I took the job at GW because I wanted to be challenged at another level professionally and I thought I needed to get outside of my comfort zone at Hartford to do that," Rizzotti said. "At GW, I want to continue to finish at the top of the A-10 Conference, make the NCAA tournament and bring our teams regularly to the sweet 16. I also want to continue to recruit high character student athletes and make sure I help prepare them to be successful in life after college."

"I am passionate about coaching because I never feel like it's 'work.' I love what I do, I love that my family is a part of my career, and I'm driven to give my student athletes the kind of experiences that I had in college and relationships that will last a lifetime."

### 2013 Winner List:

Anthony G. Barrett  
Joseph Bierbaum  
Matthew R. Boehm  
Mario J. Bruno  
Matthew Carbray  
Ray Cocozza  
Maria Conlon  
Dawn Crayco  
Christopher Davis  
Marc A. DiBella  
Derek Donofrio  
Sara-Beth Donovan  
Brandon Dufour  
Brandon M. Frame  
Meghan Freed  
Emily A. Gianquinto  
Alyssa Goduti  
Terese Guerrero  
Melissa Harris  
Tauheedah Jackson

Michael J. Kolosky  
Julie Krug  
Carolyn Kuan  
Heather Lombardi  
Jeremy Lowe  
Concetta Maratta  
Michael Mascaro  
Brian Mauriello  
Paul Mounds Jr.  
Reem Nouh  
Nathan Quesnel  
Josh Reese  
Jennifer Rizzotti  
Carrie L. Rocha  
Kendrick Tever Roundtree Sr.  
Shaun Sheridan  
Scott Slifka  
Jack Soos  
Caitlin Thayer  
Julia E. Wayner

### Class Photo:



### Remember When:



Winner Concetta Marratta, signs the 40 Under Forty 'Wall of Fame.'

OCTOBER 7, 2013

### NU Succession - Shivery passes final torch in NStar merger

On Thursday, the final piece of the Northeast Utilities-NStar merger will be put in place. Charles Shivery will retire his final leadership position, ending a near 10-year reign as the president, chief executive and chairman of one of only 17 Connecticut Fortune 500 companies and what is now New England's largest utility firm.

### A look back at what made business headlines in 2013:

JUNE 6, 2013

### XL Center slated for \$35M in upgrades

The XL Center will be getting a multi-million dollar facelift, which should help extend the life of the 37 year-old facility for another decade.

AUGUST 9, 2013

### Amazon eyeing Windsor for fulfillment center

Amazon.com is coming — to Windsor. The online retail-sales giant wants a 1.5 million-square-foot fulfillment center at 801 Day Hill Road, abutting the Bloomfield town line.





## Q&amp;A: Kristina Newman-Scott

**Now**

Title: Director of Culture  
Company: State of Connecticut,  
Hartford  
Age: 40



Newman-Scott, today

**Then**

Title: Director, Marketing,  
Events & Cultural Affairs  
Company: City of Hartford  
Age: 38



Newman-Scott, 2014

### What have you accomplished professionally since being chosen as a 40 Under Forty class?

Since being chosen as a 40 Under Forty, I was appointed by Commissioner Catherine Smith as the director of culture for the state of Connecticut in May 2015.

Here are some of the things I've accomplished:

- I have launched the development of the first statewide cultural strategy using a human-centered design process and revived Connecticut Arts Day at the State Capitol;
- I piloted a new grant program called Good to Great, which supports both the heritage and arts communities;
- I'm currently working with municipalities across Connecticut to integrate artistic practice and process with economic development;
- I have joined the boards of the Connecticut

Forum and the New England Foundation of the Arts and was invited to do a TEDx talk at SMU in Dallas in the fall of 2015, which has over 12,500 views;

- I have been fortunate to have earned several awards and recognitions for my work, including being selected as a National Arts Strategies Creative Community Fellow, a Hive Global Leadership Selectee and a Next City Vanguard 40 Under 40.

### How do you expect your profession/industry to change in the future?

I work in the creative sector and I think it is going to become more and more apparent across all other sectors that the integration of creative practice/process will ultimately lead to increased happiness in the workplace, innovative solutions, improved efficiency and more vibrant communities.

I look forward to that shift when the arts/creativity are recognized by all industries as a necessity not a nicety.

**2014 Winner List:**

McKinley Albert  
Keshia Ashe  
Jill Buban  
Stephen Carrabba  
Leticia Colon de Mejias  
Erin M. Concepción  
Molly Devanney  
Jennifer R. Fiereck  
Betsey Castle Gainey  
Martin Gugliotti  
Bryan Hall II  
Benjamin Howarth  
Lindsay Ryan Jensen  
Ashley (AJ) Johnson  
Garrett Kenny  
Vincenzo M. Landino  
Heather Loranger  
Ashley M. Maagero  
Kim Margolis  
Lindsey Mathieu  
Tracy I. McKaveney

Ryan McKeen  
Adam McLaughlin  
H. Scott Miller  
Alison Morris  
Peter J. Murphy  
Kristina Newman-Scott  
Brandon Ojakian  
Michelle M. Pandolfi  
Erin Pirro  
Ken Procino  
Steven Raider-Ginsburg  
Brian Rich  
Matthew Ritter  
Robert Ruffolo  
Zachary Schwartz  
Jarrett Solomon  
Erica Ann Thompson  
Jason J. Warnke  
Tim Yergeau  
Jennifer Young  
Christopher R. Zito

**Past Party Pics:**

Winner Bryan Hall II, celebrates at the networking reception.



Winner Martin Gugliotti from Gugliotti Salon and Spa thanks his family and friends.

**Class Photo:**

## A look back at what made business headlines in 2014:

MARCH 24, 2014

### Marijuana growers corner CT market

For the past 80 years, if a business wanted to profit from growing marijuana in Connecticut, it had to do so illicitly, on the fringes of society. Not anymore. Four growers have cornered the state's nascent multi-million dollar medical marijuana industry, having navigated Connecticut's rigorous regulatory waters and the federal government's insistence that what they're doing still is illegal.

MAY 12, 2014

### Can Infinity Hall, Front Street restore Hartford's groove?

The opening of Infinity Music Hall & Bistro could for the first time in generations help downtown Hartford reclaim its mantle as a viable stop for big-name performers it had in the '30s and '40s, when jazz bandleader Duke Ellington, pop singer Frank Sinatra and other top bills regularly played downtown's State Theater, among other local venues.

SEPTEMBER 2, 2014

### Centerplan's \$350M Hartford development proposal wins out

Hartford Mayor Pedro Segarra said the city has chosen Middletown's Centerplan Cos. as the lead developer of the \$350 million Downtown North development, which will include a new minor league ballpark.



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Stephanie Dumont	Comcast	2015
Adam McLaughlin	Webster Bank	2014

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Tara Costanzo	Costanzo Clothiers	2008
Jennifer DiBella	Cranmore, Fitzgerald & Meaney	2008
Julie Daly Meehan	HYPE	2008

#### Steering Committee

McKinley Albert	Camp Courant	2014
Tony Costanzo	Costanzo Clothiers	2011

#### Ambassadors

Steven Bonafonte	Davis Clarke & Bonafonte LLC	2004
Laura Brubaker	Mass Mutual	2012
Matt Carbray	Ridgeline Financial Partner	2013
Nick Cianci	Compass Total Benefit Solutions	2009
Dan Clark	Clark Insurance	2015
Danielle Cyr	Co-Communications	2010
Ed Danek	Hartford Federal Credit Union	2001
Brian Ferney	Comcast	2010
Jennifer Fiereck	J. Fiereck Photography	2014
Michael Giuffrida	Kelser	2005
Reem Houh	Adams & Knight	2013
AJ Johnson	AJ & Friends SBNO	2014
Kelly Kennedy	UConn	2006
Jessica Lyon	Co-Communications	2009
Rob Maffucci	Vito's By The Park	2000
Karraine Moody	Hartford Area Habitat for Humanity	2015
Rob Ruggiero	TheatreWorks	1997
Shaun Sheridan	Whittlesey & Hadley, P.C.	2013
Betsy Udall	Ameriprise Financial	2008
Michael Vigeant	Great Blue Research	2012

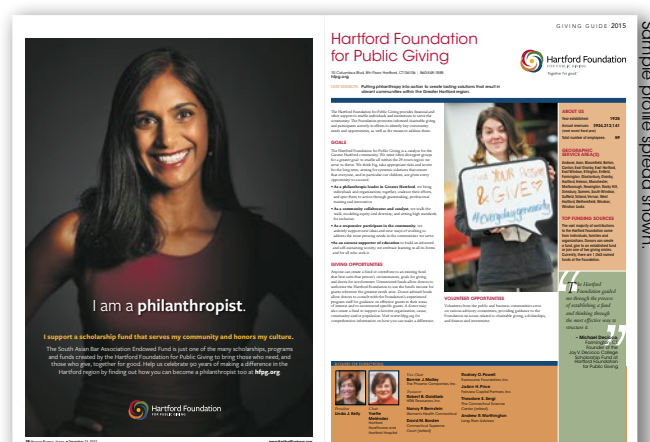
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## PROFILE: Karraine Moody

### Now

Title: Executive Director & CEO

Company: Hartford Area Habitat for Humanity, Hartford

Age: 37



Moody, today

### Then

Title: Executive Director

Company:

Hartford Area Habitat for Humanity

Age: 36



Moody, 2015

## Moody helps Hartford families find homes, independence

By John A. Lahtinen

Special to the Hartford Business Journal

When Karraine Moody accepted the role of executive director of the Hartford Area Habitat for Humanity in 2014, she brought with her a great deal of firsthand experience having served as family services director and chief operating officer since joining the organization in 2006.

Moody also possessed a longtime connection with the Greater Hartford community having attended Thomas S. Weaver High School and Trinity College. She volunteered with Community Health Services, the Wilson-Gray YMCA and Our Piece of the Pie, and worked for United Technologies Corp. and the Hartford Public Schools.

"I am passionate about people and making a difference in the community through housing," Moody said when she was named Hartford Habitat's executive director. "With adequate housing, other accomplishments are made possible, including education attainment, career growth, civic engagement and finally family stability."

In 2015, Moody was named Person of the Year by the Trinity Club of Hartford and Hartford Habitat was named a Best Places to Work.

Currently, Moody is working on two major projects that she says will greatly impact Hartford Habitat families and the Hartford community overall. The first is the Financial Freedom Center, scheduled to open this fall.

"We'll offer workshops on financial fitness and how to achieve life goals with a sound plan," Moody said. "I am looking forward to providing families with the tools needed to plan for their children's college education. Our homeowners are first in their

*'I love the impact that our mission has on the family, neighborhood and city.'*

families to own a home and their children are usually the first in their family to complete a college degree."

The center, located at 780 Windsor St., will serve as a resource for homeowners throughout all of Greater Hartford by offering workshops on financial literacy, college financial aid, retirement planning and saving plans.

The second project, Moody says, involves expanding Hartford Habitat's services in the north Hartford community to include new construction, rehabs and critical repairs that will turn eyesores into homes fit for families.

Moody's passion and commitment to the organization's mission remain rock solid with her aspiring for Hartford Habitat to become not only a support hub for the other Connecticut Habitat affiliates but the entire New England region as well.

"I love the impact that our mission has on the family, neighborhood and city," Moody said. "I've been with Hartford Habitat for the past 10 years so I know the homeowners and their children. We are a huge expanded family."

### 2015 Winner List:

Julianne Avallone  
Stephanie Bealing  
David M. Bittner  
Anthony Byers  
Michael Byrne  
Megan Carannante  
Rebekah Castagno  
Aidan Charles  
Dan Clark  
Endia DeCordova  
Jocelyn DeMaio  
Stephanie Dumont  
David Elder  
Stephen Frenkel  
Ryan T. Gardner  
Jacquelynn Garofano  
Tara Gerber  
Daniel Gottfried  
Jaclynn Hart  
Jennyfer Holmes

Elizabeth Johnson  
Jonathan Kaplan  
Alex Koenigsberg  
Melissa Lambright  
Lori-Ann Marchese  
Michelle McDade  
Kristina Miner  
Karraine Moody  
Quentin Phipps  
Kathryn H. Redican  
Todd R. Regan  
Natasha Roggi  
Jacquelyn Santiago  
Kathryn Shafer  
Anthony Shannon  
Steven Taylor  
Joseph Turbessi  
Rebecca Wareing  
Robert Zanolungo  
Mark S. Zatyorka

### Class Photo:



### Past Party Pics:



At the travel-themed 2015 awards event, attendees participated in "Pin Where You've Been."



Winners (from left) Megan Carannante, Jennyfer Holmes and Melissa Lambright, at the networking reception.

## A look back at what made business headlines in 2015:

OCTOBER 12, 2015

### Occupancy of newest downtown apts. outpaces expectations

The first batch of downtown office buildings converted to apartments are filling faster than expected, according to the state-supported financier that co-funded them and their developer-landlords.

MARCH 9, 2015


### St. Francis Hospital in a deal-making mode

St. Francis Hospital and Medical Center is working several deals that will expand its geographic footprint in northeast Connecticut and make it one of the best capitalized hospitals in the state, including the acquisition of Stafford Springs' Johnson Memorial Medical Center and a merger with Michigan-based Trinity Health.



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